



## Europass Curriculum Vitae

### Personal information

First name(s) / Surname(s) **Elena POLO, PhD**  
Address(es) Rruga e Elbasanit, Tirana, Albania  
E-mail [elena.polo@unitir.edu.al](mailto:elena.polo@unitir.edu.al)  
Cellular +355 682096555  
Nationality Albanian/Greek  
Date of birth 09/04/1989  
Gender Female

### Employment **Full-time Lecturer at University of Tirana Institute for European Studies – Department of Policies and Governance; Faculty of Economy – Department of Economics**

(Teaching courses: Macroeconomics, Monetary and fiscal policies of the EU, Research methods, Economics of the European Integration, Comparative policies of the EU, Economic policymaking of the EU)

#### Research Expert

(Fields of expertise: macroeconomics; development economics; central and local governance policies; EU integration; EU policymaking)

### Work experience

Dates	January 2022 – July 2022
Occupation or position held	<i>Public Finance Expert</i>
Main activities and responsibilities	This consultancy aims at drafting the First Integrated National Financing Framework (INFF) for Albania, summarizing and evaluating sectorial strategic attempts in aligning with the SDGs, the necessary financing mechanisms and gaps, fundraising instruments and risk management.
Name and address of employer	UNDP
Dates	11-22 October 2021
Occupation or position held	Lecturer / Expert for economic relations
Main activities and responsibilities	Prepare and deliver a training presentation for “EU meets China”, focused on the economic relations, dynamics and potentials between the EU and China.
Name and address of employer	Confucius Institute, University of Tirana (CIUT)
Dates	July 2021 – December 2021

Occupation or position held	<i>Expert for Governance and Strategic, Costing, Budgeting and Fundraising</i>
Main activities and responsibilities	This consultancy aims at strengthening national-local coordination for better planning and financing of social care services, through a gap/capacity assessment of the LGUs in establishing dedicated structures and enriching basket of services, in applying to the social fund, and in developing tools for an inter-institutional coordination and partnership.
Name and address of employer	UNICEF
Dates	July 2021 – March 2022
Occupation or position held	Expert for HE internalisation strategy / institutional and program accreditation / Project Evaluation and Monitoring
Main activities and responsibilities	Part of the Established Teams and/or Commissions at the Institutional Level, representing the Institute for European Studies
Name and address of employer	University of Tirana
Dates	January 2021 – December 2021
Occupation or position held	<i>Project director and Expert for local governance policies</i>
Main activities and responsibilities	This project aims at analysing current stage of LGUs in managing times of emergency and proposing key instruments to improve local policymaking documents and practices in this field. In-depth discussions with the responsible central institution and interviews with the targeted LGUs will support in exploring and/improving policy instruments and practices related to: (a) early warning systems and MIS; (b) risk reduction strategies; (c) risk management and recuperation, with the aim of supporting the overall performance and perspective of local governance. This project implementation will be both gender and social oriented, starting from the inclusive and participatory public activities to the capacity building ones.
Name and address of employer	Leviz Albania
Dates	December 2020 – September 2021
Occupation or position held	<i>Expert for local governance policies</i>
Main activities and responsibilities	This project aims at conducting an inclusive and comprehensive analysis in exploring and proposing key instruments and practices for the small LGUs in facing multiple challenges due to the decentralization reforming agenda. Desk and field activities targeting central institutions and local structures, as well as local communities and social groups will be implemented. Particular focus is given to the advocacy phase with the findings and recommendations provided at the Policy brief produced.
Name and address of employer	Co-Plan, IdeAl - Dialogue for inclusive evidence-based policy, project supported by the European Commission
Dates	November 2020 – June 2021
Occupation or position held	<i>Expert for Economic and Statistics analysis</i>

Main activities and responsibilities	Conduct a three-fold comprehensive analysis and produce methodological reports on: (a) economic sectors prioritization, (2) priority sector delimitation, and (c) sectorial skills needs analysis. These methodological reports will be exercised to provide results for supporting an evidence-based SSC establishment.
Name and address of employer	Risi Albania, Helvetas Swiss Interco-operation
Dates	September 2020 – September 2021
Occupation or position held	<i>Expert for macroeconomic policies at the EU level</i>
Main activities and responsibilities	This project focuses on the involvement and contribution of the Albanian private sector into the negotiation and membership processes of the country EU integration. This project aims at increasing the informing capacity and the analytical perspective on the current stage and potential role of the private sector in these processes, fostering the public debate and overall advocacy for a concrete and optimal cross-sectorial and cross-institutional approach with improved mechanisms and enriched instruments. The research project deploys a variety of research methods and techniques (consultative meetings, in-depth interviews, focus groups and a survey) with a clearly inclusive approach regarding key actors, stakeholders and institutions working with EU issues, supporting the analysis and its findings.
Name and address of employer	Open Society Foundations, Albania
Dates	September 2020 – September 2021
Occupation or position held	<i>Labour market and education expert</i>
Main activities and responsibilities	Providing full technical assistance at the school level, with a series of activities that involve teachers, students and mentors from partner companies, aiming at enhancing soft skills in the teaching process, from the curricula design with enriched elements to the evaluation system with improved instruments for those skills. Provision of trainings according to the stand-alone model, organisation of inclusive extra-curricular activities with the students, and in-depth discussions with the school actors (management, teachers, coordinators, mentors) on the teaching process development and improvement will help in achieving the expected results. Cooperation with Ministry of Education and Ministry of Finance and Economy, is seen of a priority for replication purposes of the pilot intervention, as well as for sustainability of the project results at a larger scale and with a systemic approach.
Name and address of employer	S4J - Swiss Contact
Dates	December 2019 – March 2020
Occupation or position held	<i>Expert for data analysis and report writing</i>
Main activities and responsibilities	Assessment of the Local Governance Mapping 2020 in Albania, implemented by a Consortium by IDRA, HDPC and GADC. This second wave of assessment assessed performance of the LGUs in offering public services, improving decentralization instruments, as well as boosting local democracy and good governance indicators.
Name and address of employer	STAR2 - UNDP Albania
Dates	September 2019 – May 2020

Occupation or position held	<i>Labour market and education expert</i>
Main activities and responsibilities	Results of the first study report assessing current stage of soft skills development and needs in the VET system of both teachers and pupils, are presented to a wide audience, including involved actors at the central and school level. Awareness raising sessions and in-depth brainstorming roundtables are organized in order to come up with an agreed intervention and a related methodological guideline. Additionally, curricula on 4 different soft skills (as a stand-alone model) are designed and prepared to be used during the trainings at the upcoming academic year.
Name and address of employer	S4J - Swiss Contact
Dates	August 2019 – December 2019
Occupation or position held	<i>Consultant</i>
Main activities and responsibilities	Technical Assistance for the conceptualization of the Employment Social Fund and outsourcing mechanisms of the public funds for the services provided by private institutions and specialized NGOs in the field of disability and employment of the vulnerable groups.
Name and address of employer	SD4E - UNDP
Dates	May 2019 – July 2019
Occupation or position held	<i>Expert for the Costing methodology</i>
Main activities and responsibilities	Coordinate and implement the overall costing exercise process of consultations, data gathering and analysis of the revised Action Plan 2019-2022 for the National Employment and Skills Strategy 2014-2020.
Name and address of employer	SD4E - UNDP
Dates	August 2018 – April 2019
Occupation or position held	<i>Labour market and education expert</i>
Main activities and responsibilities	Desk and field research to simultaneously assess current stage of soft skills provision at the VET level, current needs for curricula development and enrichment in this direction and as a final scope to design the most effective and attractive technique for introducing trainings on the soft skills.
Name and address of employer	S4J - Swiss Contact
Dates	August 2018 – April 2019
Occupation or position held	<i>Local governance and policymaking expert</i>
Main activities and responsibilities	Main purpose of the research project is to assess level of citizens' satisfaction with local services during the first 3-years implementation period of the new administrative territorial reform. Desk study for the questionnaire design and field work for the survey conduction are the two key tasks of the project implementation, followed by the in-depth analysis of the primary data and technical report presented to the LGUs and the citizens. Trainings are organized to identify active citizens and in-depth discussions with public officials and LGUs representatives are organized in order to support project sustainability.

Name and address of employer	LevizAlbania
Dates	May 2018 – June 2018
Occupation or position held	<i>National Consultant</i>
Main activities and responsibilities	For the midterm review of the National Employment and Skills Strategy 2014-2020, implementing both desk and field research with the aim to prepare a final Review Report, assessing level of progress with the strategy pillars and related indicators, list of actions and achievements, as well as actual potentials and challenges. The final scope is revising the NESS priorities in terms of targets and the Action Plan and reflecting recommendations of the stakeholders for the upcoming period.
Name and address of employer	SD4E - UNDP
Dates	May 2018 – June 2018
Occupation or position held	<i>HE expert</i>
Main activities and responsibilities	The study project focuses on the “Research on Career Guidance Service level at public and private universities in Albania”. The research is meant as a stock-taking and reviewing exercise (including desk review, meetings, interviews, focus groups) for established career services at university level and also identification and validation of new potentials for effective career service delivery.
Name and address of employer	Risi Albania
Dates	May 2017 – April 2018
Occupation or position held	<i>Methodology expert</i>
Main activities and responsibilities	Field work to improve citizen’s involvement in the local budgeting processes (Durrës, Korce, Elbasan), primary data analysis and preparing reports to present main findings to the local authorities, measuring level of reflected recommendations after the advocacy phase.
Name and address of employer	LevizAlbania
Dates	April 2017 – March 2018
Occupation or position held	<i>Project coordinator – expert for macroeconomic analysis</i>
Main activities and responsibilities	Desk study analysing inclusive economic development policies as an instrument for social and economic integration, conducting 20 interviews with selected experts and 8 focus-groups with vulnerable groups as applied research techniques for better recommendations, training of 20 selected individuals and presenting main finding and recommendations in a roundtable with relevant stakeholders and public policymakers.
Name and address of employer	AMSHC
Dates	March 2017 – January 2018
Occupation or position held	<i>Expert</i>

Main activities and responsibilities	Skills Needs Analysis 2017, follow-up technical assistance and capacity building related to conclusions and recommendations. The survey methodology has been designed in cooperation with INSTAT and results are presented nation-wide.
Name and address of employer	UNDP Albania
Dates	July 2017 – September 2017
Occupation or position held	<i>Expert</i>
Main activities and responsibilities	Producing a policy paper as a desk research study focused on economic growth data as well as social and development indicators, descriptive comparative analysis.
Name and address of employer	Friedrich Ebert Stiftung
Dates	December 2016
Occupation or position held	<i>Team member - expert</i>
Main activities and responsibilities	As part of the technical group, to assist the final design of the pilot study for the impact of the ILO new international standards on main indicators of the labour market, providing recommendations and further insights regarding the relevance of the analysis findings.
Name and address of employer	INSTAT, International Labour Office Budapest
Dates	October 2016 – December 2016
Occupation or position held	<i>Team member - Expert</i>
Main activities and responsibilities	Producing a final conclusive report on the progress and related results achieved in the trade sector regarding the EU integration approach and CEFTA agreement applied for 10 years.
Name and address of employer	Ministry of Economic Development, Trade and Entrepreneurship
Dates	January 2016 – October 2016
Occupation or position held	<i>National expert</i>
Main activities and responsibilities	Analysing active labour market policies (ALMPs) when challenging high unemployment in the WB (BiH, AL, MCD), conducting 15 interviews with selected experts at the national level, comparative analysis based on secondary data provided by NES, with the latter having a close cooperation related to policy dialogue phase.
Name and address of employer	EFB Think and Link, Regional Policy Program
Dates	September 2015 – December 2016
Occupation or position held	<i>Team member</i>
Main activities and responsibilities	Supporting Albanian SMEs to enter the European Enterprise Network and have more opportunities for developing market tools.

Name and address of employer	European Commission project, coordinated by AIDA
Dates	June 2015 – September 2015
Occupation or position held	<i>Expert</i>
Main activities and responsibilities	Millennium Development Goals for Albania in a conclusive report for the country analysing level of progress and achievements through a descriptive approach and secondary data analysis, with a continuous communication with the ministries of line regarding issues of reporting and tasks fulfilments, presenting findings in a roundtable.
Name and address of employer	UNDP Albania
Dates	February 2015 – December 2015
Occupation or position held	<i>Expert for statistics</i>
Main activities and responsibilities	The Human Development Report, Albania 2016 focused on evaluation of “Functionality”, managing issues on the methodology approach and data quality and analysis.
Name and address of employer	UNDP Albania - Media Institute
Dates	2014 – 2016
Occupation or position held	<i>National expert</i>
Main activities and responsibilities	Regional project for the assessment of the level of cronyism and nepotism in managerial elites of Eastern Europe (Moldova, BiH, AL), survey conducted at top 100 companies based on yearly turnover at the national level.
Name and address of employer	Swiss National Science Foundation, University of Saint Gallen
Dates	2013 – 2015
Occupation or position held	<i>Research Analyst</i>
Main activities and responsibilities	Producing TabloEk as an economic review summarizing, developing and interpreting public friendly economic data, a web page dedicated with infographics.
Name and address of employer	Open Society Foundations Albania (OSFA)
Dates	2013 – 2015
Occupation or position held	<i>Research Analyst</i>
Main activities and responsibilities	Desk research: publishing six different papers, three in each year of the project over different issues of the long run sustainable economic and social development: primary education and schools, taxation, democratization, elites etc.
Name and address of employer	Open Society Initiative (OSI) – Think Tank Fund
Dates	January 2013 - December 2014

Occupation or position held	<i>Team member</i>
Main activities and responsibilities	Field work to enhance and promote opportunities for participatory public policy design and implementation in Albania through participatory budgeting in Kavaja, survey-based analysis for Kavaja.
Name and address of employer	Olof Palme International Center (OPIC)
Dates	January 2018 - ongoing
Occupation or position held	<i>Research Expert/Research Coordinator and Director</i>
Main activities and responsibilities	Research, analysis of debates, data and reports on economic and social issues/policies and policymaking processes, also focused on the European Integration. Desk/field research and data analysis in implemented projects.
Name and address of employer	Human Development Promotion Centre (HDPC) – Think Tank
Dates	December 2012 – December 2017
Occupation or position held	<i>Research Coordinator</i>
Main activities and responsibilities	Research, analysis of debates, data and reports on economic and social issues/policies and policymaking processes, also focused on the European Integration. Desk/field research and data analysis in implemented projects.
Name and address of employer	AGENDA Institute – Think Tank
Dates	October 2011 - ongoing
Occupation or position held	<i>Full-time Lecturer at University of Tirana Faculty of Economy and Institute for European Studies</i>
Main activities and responsibilities	Teaching: Macroeconomics, Monetary and fiscal policies of the EU Others: Research methods, Economics of the European Integration, Comparative policies of the EU, Economic policymaking of the EU
Name and address of employer	<i>Institute for European Studies, Faculty of Economy, University of Tirana (previous experiences: University of Vlora, International University of Tirana)</i>
<b>Education and training</b>	
Dates	2 November – 13 November 2020
Title of qualification awarded	European Integration School (online)
Principal subjects/occupational skills covered	Participation in the 5 <sup>th</sup> edition of the EI school targeting interested actors and experts on EU issues from the public administration and the academia, developing and discussing issues on the EU accession perspectives, strategies and challenges, advocacy role of the non-state actors, EU enlargement methodologies, EU financing mechanisms and WB regional cooperation.
Name and type of organisation providing education and training	Albanian Parliament, National Council for the European Integration, in partnership with the EU Delegation, OSFA and FES in Albania
Dates	29 April – 10 May 2019



Title of qualification awarded	Staff training at Eberswalde University, Germany
Principal subjects/occupational skills covered	A 2-weeks training on “Socio-Technical System Transformation: Transformation governance and Innovation” in the framework of Erasmus+ International Mobility for Staff Program
Name and type of organisation providing education and training	Faculty of Sustainable Business, University for Sustainable Development
Dates	February – July 2017
Title of qualification awarded	Research exchange at University of Granada, Spain
Principal subjects/occupational skills covered	A six-months mobility period in the framework of Erasmus+ PhD Programme
Name and type of organisation providing education and training	Faculty of Economy and Business, Department of Economic Theory, University of Granada
Dates	2013 - 2021
Title of qualification awarded	<b>PhD, Doctoral studies in Economics (macroeconomics)</b>
Principal subjects/occupational skills covered	Interaction between monetary - fiscal policy and their harmonisation to guarantee the macroeconomic stability and growth: theoretical and empirical approach.
Name and type of organisation providing education and training	Faculty of Economy, Department of Economics, University of Tirana
Dates	2007 - 2011
Title of qualification awarded	DIND in Economics, Bachelor + Master of Science in Economics
Principal subjects/occupational skills covered	Economic sciences, economic theories, micro and macro analysis
Name and type of organisation providing education and training	Faculty of Economy, Department of Economics, University of Tirana
Dates	October - December 2014
Title of qualification awarded	Online training “Rethinking your funding model in Central & Eastern Europe”
Principal subjects/occupational skills covered	Developing and diversifying funding models and opportunities for CSOs
Name and type of organisation providing education and training	Think Tank Fund, Politics and Ideas
Dates	March - May 2011
Title of qualification awarded	Professional Internships
Principal subjects/occupational skills covered	Analysis of financial system risk through different approaches and levels
Name and type of organisation providing education and training	Bank of Albania, Department of Financial Stability BKT, General Directorate, Risk Management Group

Dates	July 2007
Title of qualification awarded	“All different-all equal”
Principal subjects/occupational skills covered	Selected items for training on all forms of discrimination issues
Name and type of organisation providing education and training	French University of Paris
<b>Personal skills and competences</b>	
Mother tongue(s)	<b>Albanian</b>
Other language(s)	<b>Greek</b> (C2- proficient user/fluent); <b>English, Spanish</b> (C1- proficient user) <b>French, Italian</b> (B2- independent user)
<b>Communication, managerial, job-related and computer skills</b>	<ul style="list-style-type: none"> <li>▪ Excellent communication skills. Deeply argumentative and well-structured. Very good in presenting and public discussing special issues of the country development.</li> <li>▪ Very good skills in working in groups, respecting deadlines while ensuring qualitative work. Generally, holding lead positions getting involved in efficient coordinative processes.</li> <li>▪ Very good writing skills in project proposals and scientific articles. Very proficient at statistical qualitative/quantitative data analysis.</li> <li>▪ Very good command of Microsoft Office™ tools as well as statistical programs such as STATA, SPSS and E-views.</li> </ul>

### **Publications: policy documents, policy papers/briefs**

- “Private sector, the EU negotiation and membership process”, OSFA publication (co-author);
- “Local Governance Mapping 2020”, STAR2 report (co-author);
- “Mid-term review of the National Employment and Skills Strategy 2014-2020”, Revised Action Plan, Costing Methodology and Passport of Indicators, UNDP report (co-author);
- “Research on Career Guidance Service level at public and private universities in Albania”, RISI report (co-author);
- “Skills Needs Analysis in Albania, 2017”, UNDP (expert/co-author);
- Elezi G., and Polo E., 2017, “Economic growth and the lack of its impact on the social and economic development“ – FES Policy Paper;
- Numanovic A., Polo E., Petreski, B., 2016, “Weak labour markets, weak policy responses: ALMPs in Albania, BiH and Macedonia”;
- Ciko I., and Polo E., 2015, “Report on the progress in achieving the MDGs in Albania”, UNDP;
- “Human Development Report 2016 for Albania – Functionality”, UNDP (Expert of the Group for Statistics);
- “Analysis of inclusive economic development policies as an instrument for the economic and social integration of vulnerable groups of the society and specifically the labor market”, Agenda 2017;
- “Economic Review - TabloEk no.1, 2, 3, 4”, Agenda - OSFA 2015;
- “Social and economic effects of progressive taxation”, Agenda - OSI 2015;
- “European definition of unemployment”, Agenda - OSI 2015;
- “Potential improvement for the unshared prosperity from the economic growth in Albania”, Agenda - OSI 2015;
- “Is time spent in school the answer to our great education challenges?”, Agenda - OSI 2015.

**Research articles:**

- Polo, E., 2021, “Interaction between monetary and fiscal policy: theoretical and empirical evidences for Albania”, Albania Socio-economic Review (ASER), ISSN: 2312-5349 (online), Tirana, Albania;
- Polo, E., 2021, “A quantitative analysis of the economic criteria for the EU candidate countries from the WB”, Eurospeak, ISSN: 2708-1656 (online);
- Polo, E., 2021, “Role of the private sector in the country’s accession and membership processes”, Eurospeak, ISSN: 2708-1656 (online);
- Polo, E., and Malaj D., 2021, “Reviewing the evaluation approaches of WB candidate countries performance in meeting the economic and political criteria”, European Academic Research, ISSN-L 2286-4822, Bucharest, Romania;
- Polo, E., and Malaj D., 2021, “Economic and political performances of EU candidate countries from the WB: a quantitative approach of the analysis”, Spoudai – Journal of Economics and Business, ISSN 2241-424X (online), Athens, Greece;
- Malaj (Koliqi) D., and Polo E., (2016), “Political analysis of the democracy index in Albania for the local elections of 2015”, Albanian Social Economic Review, ASER, No.3 (88), 2016;
- Koliqi D., and Polo E., (2015), “Democratic performance of Albania on a qualitative and quantitative approach of analysis”, Scientific Review “Discussions”, Year IV, No.17;
- Filipi Gj., and Polo E., (2012), “Economics of Welfare – inequality in income distribution”, EuroMediterranean.

**Conferences and seminars:**

1. Polo, E., 2021, “Assessing the role of the private sector in the country’s EU integration process: evidences from Albania”, 6<sup>th</sup> Business & Entrepreneurial Economics Conference (BEE), 26-29 May 2021, Croatia;
2. Polo, E., 2021, “Key issues on the interaction between monetary and fiscal policies: Evidences from Albania”, 4<sup>th</sup> Economics, Business and Organization Research (EBOR) “Changes in Uncertainty”, 21-23 May 2021, Poland;
3. Polo, E., 2020, “Role of non-state actors in the country’s EU negotiation and membership processes”, International Scientific Conference “Albania in the EU integration pathway: 30 years towards democratization”, Institute for European Studies, University of Tirana;
4. Polo, E., 2020, “Local governance in face of the decentralization reforms and good governance: Key achievements and challenges”, International Scientific Conference “Albania and Albanians in the integration process: territory, society, economy, environment”, Institute for European Studies together with Faculty of History and Philology, University of Tirana;
5. Polo, E., 2019, “Analysis of the key factors that have prevented the integration of rural areas into the new LGUs in the framework of the decentralization reforms”, International Scientific Conference “Challenges of organization and functioning of local government in Albania in the framework of the Administrative reform”, Aleksander Moisiu University, Faculty of Political Sciences and Law, Public Administration Department in cooperation with Sophia Antipolis Nice University, ISCPAD-SAN;
6. Dosti B., and Polo E., 2018, “An evaluation of the strategic interaction between macroeconomic policies in Albania”, 7<sup>th</sup> UBT Annual International Conference on “Management, Business and Economics”;
7. Polo E., and Dosti B., 2017, “An initial key evaluation of the strategic interaction between monetary and fiscal policy in Albania”, International Conference on “Socio-economic perspectives in the age of XXI century globalization”, Department of Economics, Faculty of Economy, University of Tirana;

8. Polo E., 2017, “A descriptive analysis for the impact of the recent crisis on monetary and fiscal policies at the national and European level”, International Conference on “Inter-regional development in geographical, historical, social, economic and cultural focus”, University of Korca;
9. Koliqi D., and Polo E., 2015, “Democratic performance of Albania on a qualitative and quantitative approach of analysis”, “Democracy on South Eastern Europe and the Albanian factor”, International Scientific Conference, University of Pristina;
10. Polo E., 2014, “Fiscal consolidation and progressive taxation, focused on inequality of incomes in advanced and emerging economies”, International Scientific Conference “Insights in Finance, Economics and Business Research and the Challenges of the New Millennium”, University of Vlora;
11. Polo E., and Filipi Gj., 2013, “Economics of Welfare – a missed discussion during our transition path.”, 3rd Regional Conference “Effects of global risk in transition countries”, Peja, Kosovo, ISSN 2232-8742;
12. Filipi Gj., and Polo E., 2012, “Economics of Welfare – inequality in income distribution”, Scientific Conference, Mediterranean University of Albania.