

CURRICULUM VITAE

Sidita Dibra

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PROFILE (BIO)

Current position: Advisor Skills Development

Education:

PhD in Economic Sciences, University of Tirana, Albania (2013)

MBA – Masters in Public Administration, joint degree from University of Tirana, Albania and Lincoln University of Nebraska, USA (2007)

Bachelors Degree in Business Management, Faculty of Economy, University of Tirana, Albania (2004)

Languages: English (professional fluency), Italian (professional fluency), German (basic), Albanian (mother tongue)

Profile statement:

Sidita is a VET expert with more than 15 years' experience working with international organisations in piloting innovative interventions including introducing technology in education, collaboration with private sector, organisational design and quality standards, policy evaluation, legal framework, VET financing, inclusiveness in VET, etc. She is actively involved in designing and supporting the implementation of skills development projects as well as external evaluation. Sidita has an academic background, a PhD in Training and Development, and more than 19 years of experience as a lecturer in the Human Resources domain. Her research work covers topics of VET, training & development, online learning, and business model innovation.

KEY QUALIFICATIONS

Data wise, Harvard University Graduate school of Education (2020)

Digital Transformation – Platform Strategies for Success, MIT Sloan, Executive Education (2019)

Results Measurement for Private Sector Development – Practical results measurement in accordance with guidelines of Donor Committee for Enterprise Development, HPC – Bangkok, Thailand (2019)

Facilitation Techniques, Ingenious Peoples Knowledge - Thesaloniki, Greece (2017)

Performance Evaluation System, DBB Academie – Berlin, Germany (2011)

Visiting Scholar, George Washington University, Washington DC, USA - US department of State Scholarship (2008)

PROFESSIONAL EXPERIENCE

<p>Institution: Swisscontact Date: 01.2022-current position</p>	<p>Position: Advisor Continuous Vocational Education and Training</p> <ul style="list-style-type: none"> - Support skills development project design, tender writing, backstopping for implementation at Global Level. - Contribute to the digitalisation and e-learning initiative. - Conduct internal and external evaluations. - Responsible for consolidating SC experience from all regions. - Link to research & development / academia on VET. - Contribute to positioning & networking with International Networks.
<p>Institution: Faculty of Economy, University of Tirana, Tirana, Albania Date: 10 2004 – present</p>	<p>Position: Lecturer & Researcher</p> <ul style="list-style-type: none"> - Lecturing and scientific research in areas of TVET, HRM; Training and Development, E-learning, Business Modelling etc. - Coordinator of Community of Practice in e-learning. - Member of internal evaluation working group.
<p>Institution: Swisscontact Date: 05.2016 – 12.2021</p>	<p>Position: Deputy Project Manager and Line Manager at Skills for Jobs, SDC project</p> <ul style="list-style-type: none"> - Technical support and project implementation at provider level - Technical lead and coordinator of the intervention to integrate blended, and ICT-

	<p>based learning, in vocational schools.</p> <ul style="list-style-type: none"> - Technical lead and coordinator for organisational development. - Contribute to Swisscontact regional business development.
<p>Institution: Institute for Democracy and Mediation Date: 01.2016 – 05.2016</p>	<p>Position: VET researcher in inception phase of Skills for Jobs, SDC project</p> <ul style="list-style-type: none"> - Part of the core research team conducting an evidence-based inception phase of Skills for Jobs Project.
<p>Institution: ETF (European Training Foundation) Date: 12.2015 – 06.2016</p>	<p>Position: National expert for Albanian Qualification Framework (AQF) Handbook</p> <ul style="list-style-type: none"> - Support National Qualification task force and technical working groups in preparation of the AQF handbook, aligned with EFQ.
<p>Institution: ETF (European Training Foundation) Date: 2015</p>	<p>Position: Local expert on VET Financing</p> <ul style="list-style-type: none"> - Assist the Ministry of Social Welfare and Youth with the completion of the revision of the VET legal framework; undertake an analysis of VE and VT financing and propose the legal framework.
<p>Institution: London School of Economics Enterprise Date: 04-05 2015; 01-03 2014</p>	<p>Position: Technical expert at “Regional Support to Inclusive Education” project</p> <ul style="list-style-type: none"> - Design and implement a participatory action research on inclusive education.
<p>Institution: Kultur Kontakt Austria (KKA), regional Office Date: 2014</p>	<p>Position: Technical expert for gender inclusion</p> <ul style="list-style-type: none"> - Provide evidence in designing gender friendly VET occupational profiles in tourism & hospitality, ICT.
<p>Institution: ETF (European Training Foundation) Date: 12.2013 – 04.2014</p>	<p>Position: National Expert in VET evaluation at “An Improved VET planning to meet national and regional employment and inclusion objectives – VET school baseline study” project</p> <ul style="list-style-type: none"> - Conducted the evaluation for north and southeast providers.
<p>Institution: Institute for Democracy and Mediation Date: 10.2013 – 10.2014</p>	<p>Position: Technical expert at “Albania en route to Europe 2020: Let’s talk about it! Policy Papers Series” project; Financed by Konrad Adenauer Stiftung</p> <ul style="list-style-type: none"> - Policy paper on returned asylum seekers reintegration through VET
<p>Institution: IPF - Infrastructure Projects Facility, Western Balkans Date: 10.2010 –03.2012</p>	<p>Position: Local Expert in Capacity Building at “Education Investments Framework Project, TA-ALB-10” project, Financed by European Commission</p> <ul style="list-style-type: none"> - Educational expert in developing an intelligent software for Capital Investment Planning system in pre university education. - Coordinate capacity building of local actors for infrastructure evaluation.
<p>Institution: Graduate Institute for International Studies, Geneva Date: 10.2008 – 10.2009</p>	<p>Position: Researcher</p> <ul style="list-style-type: none"> - Review VET policies & regulations and map and interview actors to develop the case study: “Skills Development Policies in Albania: The Role of National and International Actors” project, project Financed by SDC.
<p>Institution: European Commission, UT Date: 2014-2016</p>	<p>Position: National Leading Expert at “Platform for Trans-Academic European Union, Adriatic IPA Cross Border Cooperation 2007-2013.</p> <ul style="list-style-type: none"> - Review public policies on innovation and coordinate the empirical & action research on assessing the level of innovation in organisations.
<p>Institution: GIZ Technical Cooperation with Albania Date: 2015</p>	<p>Position: Short-term expert on HR for VET Providers Project</p> <ul style="list-style-type: none"> - Analyse the Albanian Public VET Providers Managerial Capacity Assessment and need for Human Resources Development policies for public VET providers in Albania.
<p>Institution: Institute for Democracy and Mediation Date: 10.2013 – 05.2014</p>	<p>Position: Cluster Researcher at “Empowering Women Through Economic Cluster Development”</p> <ul style="list-style-type: none"> - Responsible for developing a sustainable business model for rural women entrepreneurs’ group, design and coordinate the capacity building component of the project.
<p>Institution: European Commission</p>	<p>Position: Researcher at “PROMISE (Municipal Property Management in South-eastern Cities), South East Europe Transnational Cooperation Program financed by European</p>

Date: 02. 2011 – 08.2012	Commission - Analysing policies and regulations regarding Municipal Property Management, conduct research in country level, offer concrete suggestions to be implemented in a pilot municipality.
Institution: GIZ – German Technical Cooperation Date: 12. 2008 – 02.2009	Position: Consultant at “Short term consultancy on Health Insurance Institution organisational restructuring” - Analysed the HII organisational structure and HRM procedures and propose organisational redesign

REFERENCE PROJECTS

[Skills for Jobs](#), Albania, Swiss Development Cooperation

[BOOST Employment](#), Albania and Kosovo, financed by Medicor and City of Zurich

[Partnership for Plumbing Education](#), Ukraine, financed by Swiss Development Cooperation and Geberit

[QualiTY](#) project, Nepal, Swiss Development Cooperation

[NVQS](#) project, Nepal, Swiss Development Cooperation

[TVET for vulnerable youth](#), Jordan, [RACA](#) and Swiss Development Cooperation

[ASTHA](#) - High-quality healthcare services in rural areas, Bangladesh

Formulation of the project RWA/027 - Digital Skills, LuxDevelopment, Rwanda

[Vocational Education and Training \(VET\)](#) programme, GIZ, Albania

[Education Investments Framework Project, TA-ALB-10](#), EU, Albania

[RWA Digital Skills](#), LuxDev, Rwanda

SELECTED PUBLICATIONS & CONFERENCES

Publications

- Dibra, S., Gerdoci, B., (2022), “Training Function Expected Performance index – a new HR measurement instrument for service companies”, Special Edition journal publication of The International Journal of HRD: Practice, Policy and Research,
- Dibra, S., Gerdoci, B., Sula, G., Kurti, S., (2022), “Predicting behavioral intention among graduate students in emergency remote teaching - Evidence from a developing country”, Journal of Computers in Education, <https://link.springer.com/article/10.1007/s40692-022-00239-7>
- Gerdoçi, B., Bortoluzzi, G., Dibra, S., (2017) "Business model design and firm performance: Evidence of interactive effects from a developing economy", European Journal of Innovation Management, <https://doi.org/10.1108/EJIM-02-2017-0012>
- Xhumari, M., Dibra, S., (2016), Access to the VET and social inclusion in Albania, European Journal of Education, special issue “Secondary Education and Social Exclusion: Evidence from Vocational Schools in the Western Balkans”, ISSN 1465-3435
- Dibra, S., Mema, F., (2012), “Vocational Education Financing Problems”, Revista Shqiptare Social Ekonomike, No.1 (70), p.97, ISSN:2222-5846
- Dibra, S., Tabaku, J., (2011), “VET – an opportunity for Small Business and Entrepreneurship promotion”, Revista Shqiptare Social Ekonomike, NO.4 (68), p.65, ISSN:2222-5846

Conferences:

- Dibra, S. (2023), “Exploring the Business Model and Organizational Innovation of Vocational Schools: A Case Study of Development Units”, 14th International Conference on Management, Economics and Humanities, Copenhagen, Denmark
- Dibra, S., Thano, K., (2023), “Talent management after the great resignation – a strategy for millennials attraction and retention”, 8th Business & Entrepreneurial Economics (BEE), 1-3 June, 2023, Croatia
- Dibra, S. (2023), “Human Resources Attraction and Retention in Tourism Industry in Albania –Addressing Effects of the Great Resignation”, European Integration - Realities and Perspectives World Institutional Challenges in the post-COVID Era, 18th Edition”, 19-20 May, Romania
- Dibra, S. (2023), “Green skills in developing countries – is it a myth or opportunity for growth?”, Economic Challenges and innovation, 13th international Scientific Conference by Business Faculty, UAMD, 27-28 April, Durres, Albania
- Dibra, S., Gerdoci, B., (2022), “Training Function Expected Performance index – a new HR measurement instrument for service companies”, MIND THE GAP, Bridging Theory and Practice in a Post-Covid Era. The University Forum for Human Resource Development Annual Conference 2022, 8 - 10 Jun 202, Sheffield, UK. Proceedings available [HERE](#)
- Gerdoci, B., Cali, M., Dibra, S., (2022), "The Simultaneous Effect of Class Attendance on Grade Expectations in an online learning setting", Smart Digital Futures 22, 20-22 June 2022, Greece. DOI: https://doi.org/10.1007/978-981-19-3112-3_12
- Dibra, S., Gerdoci, B., Cali, M., (2021), "The Effect of Different Types of Interaction on Students' E-Learning Outcome", EBOR CONFERENCE, 4th Economics, Business and Organisation Research Conference 21-22-23 May 2021, Poland

- Gerdoci, B., Dibra, S., (2020), "Innovation and Sales Growth Among Heterogeneous Albanian Firms - A Quantile Approach", 5th International Conference On Applied Economics, Greece, published in *Advances in Longitudinal Data Methods in Applied Economic Research*, from Springer International Publishing, DOI: https://doi.org/10.1007/978-3-030-63970-9_11
- Gerdoci, G., Dibra, S., (2020), "Gender Gap in Skills Development: Determinants of Girls' Access in Vocational Education in Albania", 22nd International Conference on Social Sciences, 30-31 October 2020, Amsterdam.
- Dibra, S., Drishti, E., (2019), "Blended learning in Vocational Education and Training in Albania – preparing the youth for the future of work", 5th Conference of the LSEE Research Network on Social Cohesion in South East Europe, London School of Economics and Political Science, Belgrade
- Dibra, S., Jenneret, D., Cera, E., (2019), "Cost benefit analysis of work-based learning in Albania", International Scientific conference of Faculty of Economy "Dynamics of sustainable economic and social development", Luigi Gurakuqi University of Shkoder, ISBN 978-9928-207-25-8
- Dibra, S., Xhumari, M., (2014), "Integrated employment policy making for Albanian young people", "Delivering integrated employment policies - Cross-sectorial policies in practice", Edinburgh Napier University, Business School; Centre Emile Durkheim- Bordeaux France
- Llaci, Sh., Tabaku, J., Dibra, S., (2009), "Policy Transfer or Policy Learning: Interactions Between International and National Skills Development Approaches For Policy Making, The Case Of Albania", NORRAG Conference on Policy transfer or policy learning. University of Geneva