

Albany proposes Juozas Bulota for the role of the project director. Juozas Bulota brings more than two decades of experience in countering propaganda in Belarus and CIS countries while managing various EU and Sweden-funded projects countering the abuses of political persuasion in the region.

Profile & Background: Juozas Bulota has held position of project coordinator for the project Civil Society stability for Belarus at the Nordic Council of Ministers Office in Lithuania where he was responsible for planning and coordinating the practical implementation of the CSSB project. Bulota has also acted as a general adviser on Belarusian issues. He also held the position of advisor at the Swedish International Liberal Centre office in Vilnius. Bulota was in charge for cooperation between SILC and Belarus opposition representatives and organizations. He also held position as a director at public institution Media Research and Information Centre which carried out various international projects in order to develop Belarusian democratic mass-media, contribute to democratic processes in that country and encourage cooperation between EU countries and Belarus. Bulota also held position as a project manager at Lithuanian Journalists Union where he was a project manager of European Commission and Lithuanian Journalists Union on project "Strengthening Democratic Media Operations in Belarus".

Gender : Male
Nationality : Lithuanian
Languages : English, Lithuanian, Russian

Key Skills: Relationship Building, Network Development, Research, Belorussia's Foreign Policy Analysis

Relevant Experience/Employment:

2015 – 2016: Public institution "CO" – Managing Director

Main responsibilities: Managing anti-propaganda and political persuasion projects.

2012 – 2014: Culture project in Lithuania – Project Manager

2011 – 2012: Nordic Council of Ministers Office in Lithuania – Project coordinator

Main responsibilities: managed Civil Society stability for Belarus (CSSB) project.

2010 – 2011: Faculty of Communication of Vilnius University, Institute of Journalism – Editor

Main responsibilities: Editor of educational newspaper "University Magazine", lecturer.

2007 – 2010: Swedish International Liberal Centre Office in Lithuania – Advisor

Main responsibilities: In charge for cooperation between SILC and Belarus opposition representatives and organizations.

2003 – 2007: Media Research and Information Centre in Lithuania – Director

Main responsibilities: Carried out various international projects in order to develop Belarusian democratic mass-media, contributed to democratic processes in the country and encouraged cooperation with the EU.

2000 – 2003: Lithuanian Journalists Union – Project Manager

Main responsibilities: Project manager of European Commission and Lithuanian Journalists Union project "Strengthening Democratic Media Operations in Belarus".

1999 – 2000: "Martina" public relation company in Lithuania – Director

Main responsibilities: Managing public relations' project

1993 – 1994: Press Department of the Lithuanian Parliament – Consultant for Public Relation

Main responsibilities: Was in charge for contacts of the leaders of Parliament with media representatives, organizing press conferences.

Education/ Awards:

1983 – 1990: Vilnius University – Journalism studies

1992 – 1993: University of North Carolina in U.S. – Journalism studies

Albany proposes Ales Patapenka for the position of project assistant locally based in Vilnius, Lithuania. Ales will work under the Project Director as local fixer and coordinator. Ales is suited for the role due to his intimate knowledge of the local media scene. As a Belarusian national educated at the European Humanities University Ales excelled as a student and was recruited by IREX Europe as local coordinator and fixer for their 2-year programme to support the EHU's Journalism Department. During that time Ales assisted in modernizing the Department's curriculum and assisted with journalist training in Belarus. Ales' multi-media production skills are particularly relevant in assisting with the development of content for the project festival.

Profile & Background: Media Manager and Multiplatform Production expert with 7 years experience in a cross-cultural context. Worked on the implementation of the IREX Europe – BBC Media Action Project “Media Education for Democracy in Belarus” funded by the European Instrument for Democracy and Human Rights (EIDHR), acting as the Project Manager in Vilnius (Lithuania). Main responsibilities included program oversight of the numerous training and production activities in the Baltic region as well as planning and reporting, developing budgets, writing internal reports and reports to the stakeholders of the project. Now works as a Media Expert in digital media production and has developed excellent professional skills as a Multimedia Producer and Manager.

Gender : Male
Nationality : Belarusian
Languages : English, Russian (native speaker), Polish, Lithuanian, German

Key Skills: Project Management, Social Networking, Media Production, Media Strategy and Tactics

Relevant Experience/Employment:

2015 – to date: HESP project www.viscultstudies.org – Digital Media Producer

Main responsibilities: visual/textual content management from concept design to media production for the web; defining and planning online editorial direction per production initiatives; developing digital media strategy per analysis of the target audience in Eastern Europe.

2012 – to date: European Humanities University (Vilnius, Lithuania) – Training Expert

Led four units as a trainer and co-trainer: *Global and European Media Networks*: the course provides comprehensive overview and insight to the functioning of media markets and the role of media in different societies; *Media Production and Management*: the concepts of media strategies, campaigns launch and marketing initiatives; *Master Class in Contemporary Journalism*: interconnected lectures, seminars, practical exercises and discussions geared towards the practical aspects of contemporary news production across traditional and new media platforms with special focus on TV and video-for-online production; *Practical TV Journalism*: the basics of multi -platform media production and the integration of TV and on-line production.

2010 - 2013: IREX Europe – BBC Media Action Project (Vilnius, Lithuania) - Project Manager

Main responsibilities: organised 26 events in media training for more than 200 participants from Belarus; product management with focus on Eastern Europe media landscape: 24 TV Episodes for the broadcast (runtime of every episode: 20 minutes); internal and external communication between partners (France, UK, Lithuania, Poland, Belarus); responsible for handling the projects finances; management of local website; event management: Multimedia Summer camp (10 day Summer Camp for 16 media students in which they made video news packages, created audio news bulletins and podcasts) and London Study Tour (One week study tour for the participants to address issues about media production and education to the key media players in the UK).

2009- 2010: IREX Europe – BBC Media Action Project (Vilnius, Lithuania) - Project Manager

Main Responsibilities: maintained and facilitated local media workshops (radio) for over 119 participants from Belarus; managed the production of 62 radio programs covering political, social and economic events in Lithuania and Belarus for broadcast on the web (European radio for Belarus); responsible for handling the project's finances.

Education/ Awards:

2011 – Master's Degree, Sociology, European humanities university. Outstanding Achievement Award: Master Program in Visual and Cultural Studies

2009 – Bachelor's degree, Media Studies, European humanities university. Most Outstanding Achievement Award: BA Program in Media and Communication

Relevant Speeches:

Speaker at EUROPE 2010: Global and Local in Vilnius, Lithuania: *My topic was 'Space as a Resource' (2010)*

Albany proposes Rasto Kužel for the position of media monitoring expert. He is best suited for the role because he has extensive experience working in the field of media and communications. He has provided media monitoring and technical assistance to media institutions and media training and communications strategies for NGOs.

Profile & Background: Rasto Kužel is a Slovak-born media monitoring expert who completed a Media Monitoring Training at NDI and Columbia University. For 18 years, Rasto Kužel has headed MEMO 98 (www.memo98.sk), which is a specialist media institution, with extensive experience of delivering media monitoring on behalf of international institutions as well as technical assistance to civil society groups. Rasto Kužel has led numerous projects financed by international donors, and especially projects to support CSOs in the development of media monitoring methodology and implementation of media monitoring. He is also experienced in implementing trainings to strengthen and develop the capacities of independent media and journalists.

Gender : Male
Nationality : Slovak
Languages : English, Russian, German, Ukrainian, Serbian, Bosnian, Spanish

Key Skills: Media monitoring, public outreach and media analysis, technical assistance to media institutions, media legislation, media capacity development

Relevant Experience/Employment:

1998 – to date: MEMO 98 – Executive Director

Main responsibilities: Heading MEMO 98, which monitors and reports how the media presents political parties, current political issues, matters related to civil and human rights in a just and impartial manner, support the monitoring process and transparency of public media ownership, as well as how public media supervisory bodies are appointed, and support adoption of transparent legislation related to the media and provision of information for the citizens.

2015 – to date: Democracy Reporting International – Media Monitoring Expert

Main responsibilities: For the EU-funded project “Strengthening Governance in Myanmar – Election Processes Support”, provide technical support to one CSO sub-grantee in the development of media monitoring methodology and implementation of media monitoring.

2014 – to date: European Union in Bosnia and Herzegovina - Public outreach and media analyst officer

Main responsibilities: For the project: “Assessment of Bosnia and Herzegovina capacities for elections observations”, assessing media coverage during the election period, as well as overall media environment, and build the electoral observation capacities of local NGOs.

2014 – to date: Civil Society Forum of Eastern Partnership – Media Analyst & Consultant

Main responsibility: To lead a team of six media experts from all Eastern Partnership Countries in conducting a comprehensive monitoring of Russian media propaganda, including analysis of the media situation in the EaP countries. The media sample included six Russian channels as well as First Baltic Channel. The analysis & report was published prior to the EU summit in Riga (2015) <http://eap-csf.eu/en/news-events/news/western-plot-against-russia-russian-media-monitoring-report/> and was used by European Endowment for Democracy in their Feasibility Study on Russian Language Media Initiatives in the Eastern Partnership and Beyond.

2014: Council of Europe – Trainer and Consultant

Train young journalists in writing good quality multimedia stories for news web sites and various web projects, as well as on how to effectively promote the stories on internet so they could reach wide audiences.

2013 – to date: EU/IMS - Media Analyst & Consultant

Main responsibilities: Contribute to raising professional and ethical standards of Azerbaijani media and to support independent and impartial reporting as one of the factors for the consolidation of democracy in Azerbaijan.

1999 – to date: OSCE/ODIHR – Media Expert – Participating in more than 20 election observation missions in the framework of OSCE/ODIHR as media expert in **Russia and other countries of the **Former Soviet Union** (Belarus, Ukraine, Tajikistan, Kyrgyzstan, Armenia, Azerbaijan, Georgia, and Moldova).**

Education/ Awards:

1998 – Media Monitoring Training at NDI and Columbia University
1994 – MA in English at Comenius University, Slovakia

Albany proposes Marek Bekerman for the position of capacity building expert. Marek has 21 years of experience in international news and current affairs broadcasting in a range of editorial and journalistic roles for the BBC. He has over 12 years of experience in media development and journalist training in over 20 countries with a focus on the FSU. He has recently completed a training project for journalists in Lithuania.

Profile & Background: Marek Bekerman is a Polish-born media and capacity building expert who has been using his 21 years of expertise acquired producing editorial content for the BBC to develop media and journalists in FSU countries. He currently serves as a lecturer at University of Salford, where he teaches International Journalism and Radio to undergraduates and postgraduates.

Gender : Male
Nationality : British and Polish
Languages : English, Polish, Russian, Ukrainian

Key Skills: journalist training, training of trainers, media skills training, media strategy consultancy, public service broadcasting expert, editorial policy consultant, radio production trainer, new media adviser

Relevant Experience/Employment:

2015- to date: MediaTaur Ltd - Managing Director

Main responsibilities: building the capacity of Georgia Community radio, building capacity of Ukraine print and online journalists; Team Leader for EU delegation to Russia project in journalism and think-tanks networks building

2015 – 2015: Thomson Foundation - Journalism Trainer

Main responsibilities: Deliver practical workshops in Vinnytsia and Odessa on engaging and compassionate coverage of IDP issues in Ukraine to increase coverage of the subject and contribute to more professional coverage of conflict-sensitive topics.

2013- to date: University of Salford, Manchester - Lecturer in International Journalism and Radio

Main responsibilities: Programme Leader in MA International Journalism

2011-2013: MarcoPolo Media School based in Poland - Director

Main responsibilities: media production and consultancy

2012 – 2012: Eurasia Foundation – Media expert

Main responsibilities: Evaluate Russian-language output of the Central Asian youth online news outlet, "kloop"; draw recommendations for future development

2009- 2011: BBC Media Action in London - Project and Training Manager

Main responsibilities: designing training programmes for journalists, co-ordinating and delivering training workshops and seminars, conducting and delivering international events, delivering training, designing journalism curriculum, modernising journalism education at East European and FSU universities.

2007-2009: BBC World Service Trust - Project in Central Asia

Main responsibilities: Project co-ordination and implementation in Kyrgyzstan, Kazakhstan and Tajikistan in the framework of the EC funded project "Mobilising the Media in Support of Women's and Children's Rights in Central Asia", training journalists and senior editors, designing and delivering seminars and co-production activities for print, radio and TV journalists, producing series of illustrated articles on social issues, radio reportage series and 15 documentary films on women and children.

2007 – 2007: Foreign and Commonwealth Office – Media Expert

Main responsibilities: Conduct a needs assessment mission for a future project on minorities in the Romanian media in a number of key city locations across Romania; produce a comprehensive report.

Education/ Awards:

2015 - MA in English and Linguistics (Distinction); Certified Mediator, Postgraduate Certificate in Higher Education

Albany proposes Zurab Kodalashvili for the position of capacity building expert. He has over 25 years of experience in broadcast journalism and media. He held several managerial positions in TV channels in FSU countries and has to date trained over 100 broadcast media professionals.

Profile & Background: Zurab Kodalashvili is Georgia-born, UK-based media and multi-media professional, whose journalistic career began in Estonia 1989 and has since span across many countries, positions and levels. Seasoned war-zone journalist, he has more recently translated his experience and expertise into developing, leading and managing Russian-language TV channels and online media outlets that provide alternative to the Moscow-controlled information that saturates the Former Soviet Union. He first moved into TV management with the role of Executive Director at First Caucasus Channel (PIK) in Tbilisi, which was followed by role of Divisional Director for RFE/RL in Prague. At PIK he was charged with setting up a new TV channel and was responsible for developing the company strategy, technical coordination and internal staff management during the conception, start up and first year of broadcasting. At RFE/RL he was brought in to develop the first multimedia and digital strategy to transform a radio-oriented media organisation into the first-class TV broadcaster.

Gender : Male
Nationality :Georgian
Languages :English, Georgian, Russian

Key Skills: capacity development, media training, strategy development, TV news production, relationship building, network development, public speaking, research, staff management

Relevant Experience/Employment:

2015- to date: ZAP (media app for broadcasting professionals) – CEO

Main responsibilities: developing the concept, negotiating funding

2013 – 2013: Caspian Broadcasting Company – First Deputy Director and General Producer

Main responsibilities: responsible for developing technical infrastructure of this new Russian language channel; overall strategy, including web strategy and all production, including News.

2011 – 2013: RFE/RL – Director of Multimedia, Social Media, Training and Strategy Division

Main responsibilities: led video and TV production for 23 language services with 23 direct reports and dotted reporting lines from the 23 services; developed the multimedia, and digital media strategy for the whole corporation and worked closely with individual services to implement the strategy; coordinated internet, technology and language departments to ensure effective cooperation

2010 – 2010: First Caucasus Channel – Executive Director

Main responsibilities: responsible for strategy and technical decisions; responsible for building channel online presence and capacity; daily responsibility for 9 departments, including web teams, IT, graphics specialists, engineers, shoot and edit teams, and more, hiring more than 300 staff; hosted one of the channels weekly programmes on new technologies, gadgets and web blogs

2008 – 2010: BBC World Service Trust – Media Expert/Trainer

Main responsibilities: developed and executed broadcast training programmes for broadcasters from across former Soviet Union

2005 – 2008:Russia Today Television, Video Producer

Main responsibilities: produced, filmed and edited news reports from across Europe

2003 – 2005: Freelancer cameraman/editor/field producer

Main Responsibilities: various assignments for BBC News, SKY and CNN, in the UK, Iraq, Russia, Rwanda, Portugal and Ukraine among others.

Education/ Awards:

1988 – BSc in Radio electronics, Petrodvorets Naval Academy of Radio electronics, Saint Petersburg