



OLGA ZHMURKO

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EDUCATION

- September 2022 - present - Masaryk University, Doctoral Program student. Department of Sociology; Sociological and population studies.
- September 2006 - June 2007 - Kyiv National Taras Shevchenko University
Faculty of Philosophy
Master degree in Religious Studies
- September 2002 - June 2006 - Kyiv National Taras Shevchenko University
Faculty of Philosophy
Bachelor degree in Philosophy

PROFESSIONAL BACKGROUND

- November 2018 - present - **Vox Populi Agency (VPA); Founder and CEO:** <https://www.facebook.com/VoxPopuliAgency>. private Entrepreneur. Specializes on public opinion surveys, qualitative (FGDs and KIs), and quantitative methods, CATI, CAPI, f2f interviews etc., monitoring and evaluation projects, political and social consulting services.

Among the clients of the company are international, charitable organizations (EU, US, Ukraine), commercial clients from Ukraine and Poland: <http://www.vpa.com.ua/clients/> (clients). Responsibilities strategic planning, tenders' application, project management and analysis.

Professional and academical realm: design and implementation of qualitative research projects – development of tools and methodology, moderation of FGDs and in-depth interviews, data analysis and analytical report preparation. Cultural sociology and sociology of migration.

- December 2009 – October 2018 - **International Renaissance Foundation (IRF), Kyiv, Ukraine; Program Director**
Management of the Program's activities, grant making, monitoring, advocacy planning and capacity building of the CSOs. Strategy planning of the Program's activities, cooperation with grantees and stakeholders from the international organizations (EU Commission, Council of Europe, international Human Rights organizations, state authorities etc.
Professional realm: minorities' rights, human rights, support of vulnerable groups.
- September 2009 – February 2006 - **Kiev International Institute of Sociology. Kyiv, Ukraine**
Head of Data collection Department: management of the Department (7 people in house, 40 regional teams), coordination of data collection (quantitative and qualitative surveys), development and implementation up-to-date quality standards of survey realization.

SKILLS

- Strong managerial, leadership, interpersonal, teamwork, facilitation skills.
- 10 years of experience in trainings development, preparation and conduction (research design, strategy sessions, brainstorm, thematic workshops etc.).
- Experience with working and service provision to the international organization and projects: USAID programs/projects, European Commission grantees, GIZ, OSF grantees, UN agencies.
- Familiarity with the USAID Regional Mission in Ukraine, the key strategic priorities and programs/projects in decentralization, anticorruption, fair justice, civil society development, support of the education etc.
- Understanding the CDCS of USAID in Ukraine, KMOL.
- Successful experience to facilitate and moderate sessions and discussions with high level officials (discussion sessions, round tables, conference sessions, expert meetings etc.).
- Strong communications skills – both oral and written.
- SPSS, OCA, R, Atlas.ti
- Ukrainian – native;
- English – advanced, IELTS (09/07/2022) – 7,0.

ANNEX

The portfolio of selected projects, managed and/or conducted by Olga Zhmurko within Vox Populi Agency or as an independent researcher (2019 - 2022).

Monitoring and Evaluation

- 2023 "Evaluation of the implementation of Intersectional Support of the Civil Society Initiative supported by USAID". Conduction of FGDs (2), in-depth interviews with key informants (30), and quantitative survey among the participants of the events. Client - ISAR Yednannya.
- 2023 "Evaluation of the volunteers and veteran initiatives, implemented under the support of EU4society and International Renaissance Foundation". Conduction of 10 expert interviews, 33 semi-structured interviews with NGOs representatives (grantees) and 56 online interviews with their beneficiaries. Client - International Renaissance Foundation.
- 2022 "Monitoring and Evaluation support to the projects related to the educational and pedagogic support during the war in Ukraine", which are implemented by the Non-Government Organization "Teach for Ukraine". Development of the evaluation methodology, research tools and coordination of the project. During May – October 2022 evaluation and monitoring support had been provided to the 3 educational projects. The methods of data collection: CASI, focus-group discussions and in-depth interviews; preparation of the analytical reports and briefs, calculation of statistics etc. The purpose of the monitoring and evaluation was to assess the effectiveness, measurable outputs of the projects, analyze strong and weak sides of the implementation, based on the evaluation of the participants' experience, develop the recommendations for improvement the efforts for further activity.
- 2022 "Final evaluation of the project outcomes "3D Project: Development Despite Disruption" implemented by East Europe Foundation under the support of European Commission in 2020 – 2022 years. Methodology design, development of the instruments, coordination of research project: online survey of the employees of the Foundation and grantees, participants of the project's activities (54 respondents), semi-structured in-depth interviews with the grantees (25 interviews).
- 2022 "Evaluation of the effectiveness of the Civic Leadership Academy" implemented by East Europe Foundation under the support of DG East USAID Program. Methodology design, development of the instruments, programming of questionnaires, conduction of in-depth interviews and FGDs, analytical report preparation.
- 2021 "Supply and demand in the market for analytical products and the development of government policies". 60 in-depth interviews with Think tank representatives, consulting agencies, state research institutes, representatives of state executive bodies, desk research. Client – International Renaissance Foundation.
- 2020 "Evaluation of the efficiency of Think Tank Development Initiative in Ukraine". Evaluation of 13th leading think tanks grantees of the TTDI. International Renaissance Foundation.
- 2019 "Kyiv Dialogue Project" – evaluation of the project effectiveness, achievement of results and civil society awareness and opinion about project's activity in 7 regions of Ukraine.

Public health

- 2021 “Pharmaceutical market research”. 1000 on-line interviews with patients; 20 KIs with doctors. Kyiv2 School of Economics.
- 2021 “Research of the market of hearing implants in Ukraine”. Client – CIVITTA. Conduction of 25 in-depth interviews with doctors and 25 in-depth interviews with patients (parents of children) with the hearing implants. Transcribing and conduction of brief notes.
- 2020 Impact of pandemic COVID-19 at Roma communities in 7 regions. 800 interviews of households; 8 KIs. International Renaissance Foundation.
- 2019 “Access of Roma people to the health and medical treatment on TB” (sample of 1000 respondents in 2 regions, 40 in-depth interviews, 2 FGDs, preparation of the analytical report). Client “Alliance of Public Health”.
- 2019 “Attitudes of the population and medical professionals to the healthcare system reform. Further communication of reforms” (12 FGDs with patients and medical specialists, 10 in-depth interviews with chief physicians). Client “Palladium. Deloitte LLC.” Within implementation of the USAID project “Support of healthcare system reform”.

Anticorruption and Rule of Law reforms

- 2020 “Reputational study on the attitude to the anticorruption reform and governmental institution of the anticorruption infrastructure” (8 FGDs with students, 10 in-depth interviews with journalists). Client “Anticorruption initiative of EU. Under the support of the Ministry of Foreign Affairs of Denmark”.
- 2020 Sociological support to the pre-trial detention assessment research: review of methodology, programming of the questionnaire, data collection via on-line poll (CASI method), statistical analysis. Client – Council of Europe “Human Rights Compliant Criminal Justice System in Ukraine.”

IDPs, conflict affected people

- Survey of adaptation, integration and further strategies of IDPs in 6 cities of Ukraine. Client -GIZ (The Deutsche Gesellschaft für Internationale Zusammenarbeit). 2400 respondents, 36 KIs with NGOs and IDPs.
- 2022 “Baseline survey of IDPs’ needs in 7 regions of Ukraine” 600 f2f interviews with respondents. Implemented by Vox Populi Agency in April 2022.
- 2021 “Perceptions and Expectations of Peacebuilding Initiatives in Ukraine”. 4 FGDs, 25 KIs and desk research. Client – Danish Refugee Council.
- 2019 “Research of the barriers of social integration faced by Internally Displaced People from Crimea” (4 FGDs) Client – International Republic Institute.

Education and labor market

- 2023 “Access to the Ukrainian-content education of children, who moved abroad because of the war in Ukraine”. Conduction of FGDs (6) with forced migrants from Ukraine abroad (parents and children), and teachers from Ukrainian schools.
- 2022 “Assessment of the access to the school education of children-IDPs in 7 regions of Ukraine”. Survey of 1002 adults and 600 children (age 14+), and conducted 21 In-depth interviews, the data had been analyzed and the report had been prepared. Client: Alinea International, - SURGE project.
- 2022 All-Ukrainian organization “OSVITORIYA”: assessment of the idea of the project on the development the platform for connection of school teachers among IDPs and school administrations.
- 2021 Market evaluation on irrigation and melioration in Kherson, Mykolaiv, Odesa, Zaporizhzhya and Kyiv regions. Conducted under the project of USAID Agro, Client - CIVITTA. Methodology review, conduction 140 expert interviews.
- 2021 on-line (160 respondents) and qualitative research (14 in-depth interviews) on Roma participation and inclusion in Luhansk, Donetsk and Kharkiv regions.
- 2021 complex survey (qualitative and quantitative methods) of the opinions of pupils of rural schools about quality of their general schools’ education. On-line survey of 400 pupils over 14 years old, conduction of 6 FGDs with pupils in on-line format, data analysis. Client – SURGE project, Alinea Ltd.
- 2021 qualitative survey “Quality of education in special schools” – instrument development and analysis of 6 FGDs and 12 in-depth interviews. Client – SURGE project, Alinea Ltd.
- 2021 Qualitative analysis on inclusive education in Ukraine (analysis of 20 KIs and 8 FGDs). Client –SURGE project, Alinea Ltd.
- 2020 -2021 Roma labor market: 1600 face-to-face interviews of Roma national minority in 7 regions of Ukraine; 40 in-depth interviews with employers, Roma entrepreneurs, Employee Centers’ representatives, recruitment agencies. Client International Renaissance Foundation.
- 2020 – 2021 Survey of Employers in 7 regions of Ukraine – 5700 respondents (small, medium, big enterprises). Client – EU4Skills, International Solidarity Fund (Warsaw, Poland) and GIZ.
- 2021 “Labor Migrants from Ukraine in Poland” survey of 1200 respondents on their perceptions and expectations from labor migration. Client – GREMI PERSONEL Gdansk, Poland
- 2020 On-line survey of 5000 respondents (school directors, teachers, pupils 14+ years old and their parents). Client – SURGE project, Alinea Ltd.

Gender studies and social research

- 2022 - 2023 Research on adoption of children in Ukraine during the war. Desk research, all-Ukrainian attitude survey (sample n=1200), 15 interviews with experts, and 20 interviews with parents, who adopted children or consider the adoption in nearest 3 years. Client: Charitable Foundation DeJure.
- 2021- 2022 Women entrepreneurship potential in Ukraine. Client – International Women Foundation (Kyiv, Ukraine). Conduction of 10 FGDs and 20 in-depth interviews, analytical report preparation; programming of the questionnaire of on-line quantitative survey (470 respondents), data collection and analysis.
- 2021 "Attitude and opinions of men and women regarding their happiness" qualitative methods (focus-group discussions) and analysis. Client – International Charitable Organization "Ukrainian Women Fund".
- 2021 Women labor migrants from Ukraine in Poland: strategies of adaptation and integration. 2 FGDs and 2 In-depth interviews with key informants. Client – GREMI PERSONEL Gdansk, Poland.

All of the projects could be proven by recommendation of the client either by the report (if it was published publicly).