



MARIA LEMBERG

EXPERIENCE

SECURITY AND DEFENSE SECTOR

- Facilitated the development of project implementation strategies for the Ministry of Defence of Ukraine and the General Staff of the Armed Forces of Ukraine. Key areas included the development of UAV capabilities (2017), support in developing recommendations for the reform of the NCO (2018), development of the strategy for the Centre for Defence Innovations (2018, 2022), facilitation of strategic sessions and action plans for the project management team at the Ministry of Defence of Ukraine and the Armed Forces of Ukraine (2021, 2022).
- Facilitated the development of a strategy for the Ministry of Veterans Affairs, including consultations with veteran organisations (2021). Supported the establishment of the Women Veterans Movement, including community building, vision development, and organisation strategy (2018-2019).
- Facilitated the development of activity strategies and initiatives for the Coordination Headquarters for Prisoners of War Affairs (2022).
- Facilitated the development of the Victory Drones project strategy, a training program for military personnel using UAV technologies (2022).
- Supported the development of strategies for the NGO Aerorozvidka (2019, 2022).
- Contributed to developing the strategies and advocacy campaigns for the NGO Anti-Corruption Hub (2023).
- Facilitated educational courses on reintegration with the support of UNDP (2022).
- Designed the Coalition of Veteran Spaces strategy for implementing case manager services for veterans (2023).
- Within charitable foundations (Citizens Foundation, Fedir Shpyg Foundation), analysed the needs of military units, procured necessary assistance, and supported educational programs and initiatives for ISTAR implementation—the total aid provided by both organisations - approximately 120 million UAH (2014 - 2023).

CIVIL SOCIETY SECTOR

- Initiated and implemented the Integrators project for teenagers from conflict-affected areas in Donetsk and Luhansk regions (2017-2021).
- Launched a micro-grant program for scientists under the Shpyg Foundation's activities (2020-2021).
- Supported the strategy development for the All-Ukrainian Youth Centre in collaboration with the Ministry of Youth and Sports (2020).

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- Facilitated the development of the concept for the Ukrainian Youth Fund (2023).
- Established a hotline for providing information assistance to those affected by hostilities (2014-2015).

INTERNATIONAL ORGANISATIONS

- Expert in partnership development at the UN Coordination Office in Ukraine (since June 2022). Responsibilities include supporting the launch of coordination mechanisms for regional development programs and organising events for the business community to increase awareness of procurement opportunities of the UN in Ukraine.

MANAGEMENT EXPERIENCE

Director of the Fedir Shpyg Charitable Foundation (since 2020):

Managed an organisation with a budget of 80 million UAH from 2020 to 2023. Focused on supporting sports, cultural, and scientific projects through a micro-grant program until 2022. From 2022, shifted focus to assisting military units and housing restoration in de-occupied communities of Ukraine.

Co-founder and Director of the Citizens Charitable Foundation (since 2014):

Managed an organisation with a total budget of 34 million UAH from 2014 to 2023. Focused on assisting military personnel and families of the fallen, youth integration from Donetsk and Luhansk regions, educational programs for military units (including a hotline for assistance during combat operations), social-psychological rehabilitation of families of fallen soldiers, support for educational programs for military units, and the creation of an integration project for teenagers in Donetsk and Luhansk regions.

Key responsibilities:

- Development of Organisation Activity Strategies and Directions.
- Initiated, planned, executed, monitored, controlled, and concluded targeted projects.
- Developed internal policies for organisations.
- Fundraising and team management, including volunteers.

DIRECTOR OF RISK MANAGEMENT DEPARTMENT,

LEASING COMPANY LLC "HYPO ALPE-ADRIA-LEASING" (2008-2014)

- Managed the departments of financial controlling, risk management, and back office.
- Led the implementation of a project for automating management and financial reporting.

- Ensured the safeguarding of financial reporting in auditing firms of the Big Four.

EDUCATION

MASTER'S DEGREE IN FINANCE, KYIV NATIONAL ECONOMIC UNIVERSITY (2008)

CERTIFICATES

- Online course "Lee Kuan Yew School of Public Policy," National University of Singapore, Kyiv, Ukraine (2021).
- Program "Management of European Projects in the Context of Funding 2014-2020," University of Social Sciences, Lodz, Poland (2018).
- Course "Management of Charitable Foundations," Ukrainian Catholic University, Kyiv, Ukraine (2019).
- Certification course in facilitation mastery, Facilitation Park, Kyiv, Ukraine (2017).
- Certification course in non-verbal coaching according to Stewart Heller's methodology, International School of Non-Verbal Coaching, Kyiv, Ukraine (2016-2017).
- "Community Development Intensive" program by Bill Stapels, Kyiv, Ukraine (2017).
- Financial Analysis, Korn and Korn, Klagenfurt, Austria (2011).