

OKSANA YEMSHYNA (HOTSKO)

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Education:

1995-2000 **Lviv National University**
Faculty of Philosophy; specialist - psychologist researcher and lecturer

Additional education:

- 2021 – **Certification Course «Specialist of digital methods of the Council of Europe Civic Lab»**
- 2021 – **Training Course «Knowledge management » (Viktoriya Oleshko)**
- 2019 – **The First School of Forums (NGO «Other Education»)**
- 2017-2018 – **Training Course «Intensive on Community and Team Development» (Bill Staples)**
- 2016 – **Advanced Training Program «Master of ToP Facilitation» (Iryna Fursman, Bill Staples)**
- 2016-2017 – **Training program «School of Public Participation» (ISCM)**
- 2015, 2017 – **Training «Youth Worker» (UNDP Ukraine, Ministry of Youth and Sports of Ukraine)**
- 2014-2015 – **Training program «ToP Facilitation Methods» (Institute of Cultural Affairs)**
- 2007-2008 – **Training program «Coach Ritzi»**
- 2000-2001 – **Training program «Institute of Management Public Sector» (qualification - NGO manager)**
- 1999 – **Training for trainers (NSOU PLAST)**
- 1999 – **Training program «Education for Democracy»**

Completed projects:

- development and training seminars, workshops, training sessions for employees of organizations (theme: «Participative Approach to Community Development», «Basic Facilitation Tools», «Strategic and Operational Planning in an Organization», «Effective Manager», «Team Building», «Personnel Effectiveness», «Time Management», «Team Building», «Youth Leadership», «Digital Tools for Work and Life»)
- facilitator of strategic and operational planning sessions for businesses and organizations of different types of ownership.
- co-author and trainer of training programs for training facilitators and coaches
- facilitator coordinator in projects for a large number of participants (forums, conferences, meetings)
- trainer of the basic training of the national program «Youth Worker»
- trainer and consultant of program «Youth Worker in Amalgamated Communities» in International Technical Assistance Program «Decentralization offering better result and efficiency «DOBRE»
- co-author and trainer of youth programs: «Effective management of youth centers» and «Management of youth councils» (2018-2020)
- mentor and facilitator of motivational teen and youth programs (1994-2020)
- developer and trainer of the programs of preparing the trainers and educators by the Scout method (1999-2020)
- coordinate the training program «School of Masters» (formation of the program, coordination of teachers, selection of participants, conducting of training activities) (2011)
- coordinator of the project of implementation of the automated personnel evaluation system and identification of training needs based on the results of the periodic staff evaluation (2007-2009)
- coordinator and trainer of the program «Formation of personnel reserve of the company» (evaluation of candidates, creation of programs of targeted training of participants of Personnel reserve) (2010-2011)
- consultant and trainer of the social project «Welcome to work» (diagnostics, career guidance interviews, 10-day training) (2012-2013)
- coordinator of the program «My professional choice»: consultation on guidance and career (2014-2020)
- trainer and expert of educational events within the project «Self-employment for persons with disabilities» (2013)
- consultant and expert on business process management at the enterprises and on personnel management and organizational interaction

Experience:

2022-present– HR-manager

2015-present– **advisory services for enterprises, public and governmental organizations, career consulting, holding of strategic sessions**

2014-2015 – **CF «Dzherelo Children’s Rehabilitation Centre»** (NGO)

2011-2014 – **LLC «NEW PERSON»**(consulting company)

2010-2011 – **JSC «INTERPIPE»** (production company)

2009-2010 – **LLC «Auchan Hypermarket Ukraine»** (retail)

2006-2009 – **«RITZIO ENTERTAINMENT GROUP»** (services)

2003-2006 – **JSC «Construction Company «COMFORTBUD»** (construction, production of windows)

2000-2002 – **PLAST - National Scout Organization of Ukraine** (NGO)

Additional Information:

Certified consultant using career counseling techniques «Magellano University» and «SDS-5»

Certified trainer of the «Youth Worker» Program of the Ministry of Youth and Sports.

Member of the International Association of Facilitators (IAF)

2001 – **author of the handbook «Business Ethics»**

Abilities and skills:

- good organizational skills (organizing and conducting workshops, seminars, management department, organization of events and tourist meetings for NGOs);
- ability of time management;
- creative approach to work;
- knowledge of PC: Microsoft Office, Adobe PM, Adobe Photoshop, 1C:HR 8
- information and communication technologies

Personal data:

Date and year of birth – 11/26/1978

2022- по даний час – **Комунальна установа «Львівський міський молодіжний центр» - «ТВОРИ!»**

(менеджерка з персоналу, фахівчиня з роботи з молоддю)

2019- по даний час – **Інститут лідерства та управління, УКУ, магістерська програма «Менеджмент неприбуткових організацій (запрошена спікерка інтеграційних програм та модулю «Цифрові інструменти для НПО»)**