



Europass Curriculum Vitae

Personal information

First name(s) / Surname(s) **Stanescu, Dan Florin**
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E-mail dan.stanescu@comunicare.ro
Nationality Romanian
Date of birth 01.01.1972
Gender male

Work experience

Dates 2014.10 - present
Occupation or position held Assistant Professor
Main activities and responsibilities

- Delivery of synthesis courses and videoconferences/online seminars
- Support the students in understanding of main concepts
- Elaboration of courses, brochures and student guides
- Evaluation of student's knowledge and skills
- Coordination of final papers/dissertations
- Proposing and implementing research projects

Name and address of employer National University of Political Studies and Public Administration, College of Communication and Public Relations, No.30A, Expozitiei Boulevard, Sector 1, Bucharest, Romania
Type of business or sector Education

Dates 2019.08 - present
Occupation or position held Psychologist; HR senior consultant
Main activities and responsibilities

- Project H2020-SPACE-2018 - SESAME - Smart European Space Access thru Modern Exploitation of Data Science - HORIZON 2020
- Design and implementation of a study regarding technology acceptance and technology readiness
- Development of a new competency framework for new positions (data mining officer)

Name and address of employer National University of Political Studies and Public Administration, College of Communication and Public Relations, No.30A, Expozitiei Boulevard, Sector 1, Bucharest, Romania
Type of business or sector Education

Dates 2020.07 - present
Occupation or position held Psychologist, Trainer, Professional coach
Main activities and responsibilities

- Implementation of individual counselling/psychotherapy sessions (Alstom/Bombardier)
- Implementation of individual coaching sessions (Unilever, Generali)
- Development and implementation of different workshops (time management, understanding anxiety, avoiding burnout, stress management) for different clients (Schneider, JTI)

Name and address of employer Wellington, București, Str. Traian Vasile nr. 67, camera 1, etaj 2, ap.3, sector 1
Type of business or sector Consultancy

Dates 2017.03 - present
Occupation or position held HR senior consultant; Psychologist; Professional coach

Main activities and responsibilities - Implementation of development/assessment center for various clients – JTI, Vincon, Buitink, Secom
 - Implementation of teambuilding program – Continental Hotels

Name and address of employer SC Global Test Consultants, Popesti Leordeni, str. Orizontului nr. 7, județul Ilfov
 Type of business or sector Consultancy

Dates 2019.09– 2020.01
 Occupation or position held Trainer

Main activities and responsibilities - Development and implementation of an integrative training program (presentation skills, leadership, interpersonal communication) for Mullen Lowe Group

Name and address of employer SC Georgia Management SRL, Bucuresti, Aleea Slatioara 4B
 Type of business or sector Consultancy

Dates 2014.03 – 2017.06
 Occupation or position held Professional Coach

Main activities and responsibilities - addressing specific development needs
 - developing leadership skills in high-potential people
 - assistance in correcting certain behavioral aspects at the managerial level
 - accelerating the learning curve for recently promoted managers
 - assistance in implementing change at the individual or team level
 - building a detailed personal development plan

Name and address of employer Stefanini Romania, Bucharest, Sector 2, str. Dimitrie Pompei nr. 6A
 Type of business or sector Consultancy / IT / Outsourcing

Dates 2015.02 – 2015.07
 Occupation or position held Professional coach; trainer

Main activities and responsibilities - project ID 134055 Socio-professional balance - innovative support for mothers from Bucharest-Ilfov region
 - development of training course and delivery of 9 series of Systemic Coaching and Development sessions for about 150 mothers
 - coordination and participation in psychological assessment (psychometric tests and behavioral interviews) for candidates who have applied for the project's babysitting courses (approximately 400 candidate and 300 selected candidates)

Name and address of employer Asociatia pentru Educatie si Natura, Str. Bucovina nr.9, sector 3, Bucharest
 Type of business or sector Education

Dates 2014.09 – 2014.10
 Occupation or position held Professional Coach

Main activities and responsibilities - addressing specific development needs
 - developing leadership skills in high-potential people
 - assistance in correcting certain behavioral aspects at the managerial level
 - building a detailed personal development plan

Name and address of employer ERBA Consulting and Distribution, Bucharest, Sector 1, Calea Grivitei nr.8, parter, biroul 2
 Type of business or sector Consultancy

Dates 2013.10 – 2016.10
 Occupation or position held Trainer, organizational psychologist, professional coach

Main activities and responsibilities - Team Building for various clients - E & H, ElkoTech, Schneider Electric, Isolier und Daemmtechnik
 - Implementation of project evaluation (PASAT) and individual development / coaching for the sales team - Isolier und Daemmtechnik

Name and address of employer SC Georgia Management SRL, Bucharest, Aleea Slatioara 4B
 Type of business or sector Consultancy

Dates	2017.04 – 2018.07
Occupation or position held	Senior HR consultant
Main activities and responsibilities	Assessment / development center implementation (delivery, evaluation, feedback) for various clients – e.g. Saint Gobain / TotalSoft
Name and address of employer	SC The Wings & Flight SRL, Bucharest, aleea Adrian Carstea nr.3, bl.33B, ap.94, sector 3
Type of business or sector	Consultancy
Dates	2012.09 – 2016.10
Occupation or position held	Senior consultant SHL - psychologist, senior HR consultant, professional coach
Main activities and responsibilities	- Assessment / development center implementation (delivery, evaluation, feedback) for various clients – e.g. BRD / Honeywell / Romtelecom / Provident / Pirelli / Novartis / Saint Gobain/ Molson Coors/ Bancpost / UTI / Coca-Cola
Name and address of employer	42 Organizational Assessment, Luica Str., No. 35A, 040988 Bucharest, Sector 4, Romania
Type of business or sector	Consultancy
Dates	2008.12 – 2014.10
Occupation or position held	Senior Lecturer (Change management; Counseling techniques; Health psychology; Managerial psychology)
Main activities and responsibilities	- Support in elaboration of courses, brochures and student guides - Delivery of synthesis courses and videoconferences/online seminars - Support the students in understanding of main concepts - Helping the students to learn to utilize different assessment instruments and methods - Coordination of final papers/dissertations
Name and address of employer	National School of Political Studies and Public Administration, College of Communication and Public Relations, No.6-8, Povernei Street, Sector 1, Bucharest, Romania
Type of business or sector	Education
Dates	2012.03 – 2018.12
Occupation or position held	Trainer
Main activities and responsibilities	- Development and delivery of Team Building programme – ECDL/Euroaptitudini/WIFI/KIKA - Development and delivery of Leadership, Change management and Creativity within borders training courses – KIKA Romania - Development and delivery of Presentation Skills training course – Gebruder Weiss
Name and address of employer	ERBA Consulting and Distribution, Bucharest, Sector 1, Calea Grivitei nr.8, parter, biroul 2 WIFI RO, Str. Mendeleev nr.7-15, sector 1, Bucuresti, Romania
Type of business or sector	Consultancy
Dates	2012.10
Occupation or position held	Trainer
Main activities and responsibilities	- Development and delivery of Off Site Meeting (team building) programme - Vodafone
Name and address of employer	Exelo training and development, Primaverii Str., No. 22, Ilfov, Bragadiru, Romania
Type of business or sector	Consultancy
Dates	2012.01 – 2013.10
Occupation or position held	HRM/HRD consultant/trainer
Main activities and responsibilities	- Delivering of "Open Space Technology " - Development and delivery of TeamBuilding programme - Development and delivery of Time management, Communication skills and Presentation skills for different clients
Name and address of employer	Impact Training & Consulting, No. 21, Bl. H, Ap. 35, Dinicu Golescu Bd., Sector 1, Bucharest, Romania
Type of business or sector	Consultancy

Dates	2010.09 – 2012.09
Occupation or position held	Human Resources Senior Expert
Main activities and responsibilities	<ul style="list-style-type: none"> - POSDRU/71/6.3/41699 project “More caring center for your child, more employment opportunities for you – 2010-2013” - Establishing of selection criteria - Elaboration od recruiting announcement and person specification - Analysis of the ANOFM data base - Elaboration of the psychological assessment methodology - Application, scoring and interpreting/raporting of the psychological assessment results - Elabotation of the individual sinteetic reports - Behavioral indepth interviews with alll candidatesi
Name and address of employer	Bernard Brunhes International (BBI) 16 rue Vivienne, F-75002 Paris, Franta
Type of business or sector	Consultancy
Dates	2011.06. – 2011.09
Occupation or position held	HRM/HRD trainer
Main activities and responsibilities	<ul style="list-style-type: none"> - project „Development of knowledge and competencies of APDRP personnel at the national level, implemented by APDRP (AC)” - elaboration of training materials (handouts, exercises, case studies, games etc.) for Leadership and Delegation training course - Training delivery for APDRP management - Final evaluation and reporting
Name and address of employer	LDK Consultants, Engineers and Planners SRL, Victor Eftimiu Str, No. 9, Sc. A, Ap. 45, Sector 1, Bucharest, Romania
Type of business or sector	Consultancy
Dates	2008.12 – 2009.11
Occupation or position held	Human Resources Key Expert
Main activities and responsibilities	<ul style="list-style-type: none"> - project RO 2006/018-147.01.04.04.01 Further assistance for developing the National School of Clerks - coordination of the elaboration process of a PR strategy - elaboration and printing of 500 brochures, leaflets and CD's regarding the promotion of NSC - delivery of two workshops regarding training of trainers for the NSC trainers - delivery of two seminars on Communication and Public Relation for court clerks - elaboration of a HR study/report regarding recruiting, selecting and training of trainers' policy
Name and address of employer	White Young Green (WYG), Newstead Court, Little Oak Drive, Sherwood Business Park Annesley, Nottinghamshire NG15 0DR, United Kingdom
Type of business or sector	Consultancy
Dates	2008.07 – 2008.12
Occupation or position held	Communication Expert and Human Resources Senior Expert
Main activities and responsibilities	<ul style="list-style-type: none"> - project RO 2005/017-553.01.03.01 Modernize HR Management within the Romanian civil service - delivery of four training sessions/workshops regarding elaboration, implementation and interpretation of opinion pool studies - elaboration of an employee opinion survey questionnaire - assistance in implementation of an employee opinion survey and statistical data processing - assistance in elaboration of the final report
Name and address of employer	East West Consulting (EWC), 150 Chaussee de la Hulpe, 7th floor, B-1170 Bruxelles, Belgium
Type of business or sector	Consultancy
Dates	2008.02 – 2008.12
Occupation or position held	Psychologist / HR Senior Expert

Main activities and responsibilities	- project RO 2005/017-553.01.03.02 EuropeAid/123410/D/SER/RO Adapting the Young Professional Scheme to the Needs of Civil Service Reform - elaboration of psychological assessment methodology for 213 YPS candidates - applying, scoring and interpretation of psychological tests - behavioural indepth interviews with candidates - elaboration of individual reports regarding personality profile and work values
Name and address of employer	European Consultants Organization (ECO), 150 Chaussee de la Hulpe, 7th floor, B-1170 Bruxelles, Belgium
Type of business or sector	Consultancy
Dates	2008.02 – 2008.10
Occupation or position held	HR Senior Expert
Main activities and responsibilities	- project RO 2004/016-772.01.03.01.Europeaid/123172/D/SER/RO strengthening the National Institute of Administration and regional training centers' capacity for developing a corps of professional civil servants - elaboration of training materials (handouts, exercises, case studies, games etc.) for HRM long term training course - providing pilot training for RTC Timisoara - developing of career development, recruitment, selection and promotion, performance appraisal, job description and induction guides for managers/employees
Name and address of employer	Public Administration International (PAI), 10 Bayley Street, London WC1B 3HB
Type of business or sector	Consultancy
Dates	2008.06
Occupation or position held	HR Senior Expert
Main activities and responsibilities	- create and implement a full selection methodology for more than 200 Young Professional Scheme candidates - personality and work values assessment of more than 200 candidates - creating individual reports for all candidates - individual behavioral interviews with all candidates
Name and address of employer	European Consultants Organization (ECO), 150 Chaussee de la Hulpe, 7th floor, B-1170 Bruxelles, Belgium
Type of business or sector	Consultancy
Dates	2007.05 – 2007.11
Occupation or position held	HR Senior Expert
Main activities and responsibilities	- project 2004/016-772.01.03 MAP-Public Administration Reform - create job descriptions based on present standard/core functions but future-oriented - developing of a job analysis questionnaire - individual and group interviews with employees, review with managers - training needs analysis - reviewing and recommendations concerning the HR procedures - round table discussion on the HR tasks of managers - prepare a paper on HR Policy and Strategy - design and implement an employee opinion survey - strong knowledge of civil servants' legislation and secondary legislation
Name and address of employer	Rambøll Management, Denmark, Århus, Olof Palmes Alle 20 8200
Type of business or sector	Consultancy
Dates	2007
Occupation or position held	HR Senior Expert/Trainer

Main activities and responsibilities - elaboration of training materials (handouts, exercises, case studies, games etc.) for interviewing techniques training module for TPA (performance appraisal trainees)
- providing training for TPA's
- supervision and feedback on real interviews
- final evaluation and reporting

Name and address of employer British Council, Calea Dorobantilor 14, 010572 Bucharest, Romania

Type of business or sector Education

Dates 2006.12 – 2007.02

Occupation or position held HR Senior Expert

Main activities and responsibilities - project 2004/016-772.01.03 MAP-Public Administration Reform
- support in elaboration of training materials (handouts, exercises, case studies, games etc.) for HRM Module for high ranking civil servants
- providing training for high ranking civil servants
- final evaluation and reporting

Name and address of employer Rambøll Management, Denmark, Århus, Olof Palmes Alle 20 8200

Type of business or sector Consultancy

Dates 2003.09 – 2008.12

Occupation or position held University assistant

Main activities and responsibilities - Support in elaboration of courses, brochures and student guides
- Keeping synthesis courses in territorial centre
- Support the students in understanding of HR concepts
- Helping the students to learn to utilize different assessment instruments and methods

Name and address of employer National School of Political Studies and Public Administration, College of Communication and Public Relations, No.6-8, Povernei Street, Sector 1, Bucharest, Romania

Type of business or sector Education

Dates 2003.01 – 2008.10

Occupation or position held HR Trainer

Main activities and responsibilities - Career development and replacement potential management module for HR Managers

Name and address of employer Irecson Institute, Str. Franceză n0. 66 – 68, Sector 3, Bucharest, Romania

Type of business or sector Education

Dates 2006.10 – 1006.11

Occupation or position held HR Senior Expert

Main activities and responsibilities Project RO 01.06.03 Creating a Corps of Professional Public Managers within the Civil Service
- Assistance in development of final case study scenario and implementation process for YPS trainees
- Throughout evaluation and assessment of 117 YPS scholars and trainees both at individual and team level

Name and address of employer British Council, Calea Dorobantilor 14, 010572 Bucharest, Romania

Type of business or sector Education

Dates 2006.06 – 2006.07

Occupation or position held HR Senior Expert

Main activities and responsibilities - Performance appraisal interviews (360° feedback) and reports for 27 Public Managers across Romania

Name and address of employer British Council, Calea Dorobantilor 14, 010572 Bucharest, Romania

Type of business or sector Education

Dates 2005.04 – 2005.06

Occupation or position held	HR Trainer
Main activities and responsibilities	<ul style="list-style-type: none"> - Project RO2003/005551.03.01 Developing the Corps of Professional Public Managers - Young Professionals Scheme - support in elaboration of training materials (handouts, exercises, case studies, games etc.) for HRM Module - providing training for 117 Young Professional Scheme trainees - final evaluation of knowledge, attitudes and skills for HRM training module
Name and address of employer	British Council, Calea Dorobantilor 14, 010572 Bucharest, Romania
Type of business or sector	Education
Dates	2005.01 – 2006.02
Occupation or position held	HR Senior Consultant
Main activities and responsibilities	<ul style="list-style-type: none"> - providing assistance in developing and implementation of “GreenVoice” employee opinion survey project to several clients - assistance in selection procedures (personality assessment)
Name and address of employer	Partners Consulting, Maria Tanase Str., no. 2, bl. 29, sc. 1, ap. 2, sector 4, 040424, Bucharest, Romania
Type of business or sector	Consultancy
Dates	2002.02 – 2006.12
Occupation or position held	Clinical psychologist / Counsellor
Main activities and responsibilities	<ul style="list-style-type: none"> - project COSIP – “Children of somatically ill parents” QLG4-CT-2001-02378 - Psychological counseling of families and children with parents with central nervous system acute injury - Applying and interpreting of results from psychological tests - Data management responsible
Name and address of employer	University of medicine and Pharmacy “Carol Davila”, Psychiatry Hospital “Alexandru Obregia”, Children and adolescents clinic, Sos. Berceni no. 10, Sector 4, 041914, Bucharest, Romania
Type of business or sector	Health
Dates	2004.03 – 2004.11
Occupation or position held	HR Senior Expert
Main activities and responsibilities	<ul style="list-style-type: none"> - project Phare RO.0106.04 “Design and implement mechanisms for the full application of the Civil Servants Statute Law” - assistance in developing of career development, recruitment, selection and promotion, performance appraisal, and motivation guides - conducting a non-pay motivational study and 4 focus group sessions on job evaluation (point-factor method)
Name and address of employer	Musat & Asociatii, Bulevardul Aviatorilor Nr.43, Sector 1, 011853, Bucuresti, Romania
Type of business or sector	Consultancy
Dates	2004.10 – 2005.02
Occupation or position held	Lecturer
Main activities and responsibilities	<ul style="list-style-type: none"> - Virtual Bussiness University project - support the students in understanding of basic HR concepts within the People management course - helping them to resolve case studies and other activities - evaluate knowledge level throughout the entire project
Name and address of employer	National School of Political Studies and Public Administration, College of Communication and Public Relations, No.6-8, Povernei Street, Sector 1, Bucharest, Romania
Type of business or sector	Education
Dates	2002.03 – 2004.10
Occupation or position held	Clinical psychologist

Main activities and responsibilities - Support children and adolescents in keeping or re-establishment of mental health to assure optimal functioning in different existential situation
 - Building of diagnostic and therapeutic process
 - Applying and interpreting of results from psychological tests

Name and address of employer Crisis Centre for children and adolescents "Speranta – Fracaritatis", Sos. Berceni nor. 10, Sector 4, 041914, Bucharest, Romania

Type of business or sector Health

Education and training

Dates	2003 - 2006
Title of qualification awarded	PhD
Principal subjects/occupational skills covered	Clinical psychology, Counselling, Traumatology
Name and type of organisation providing education and training	Universität Hamburg - Fakultät Erziehungswissenschaft, Psychologie und Bewegungswissenschaft
Level in national or international classification	ISCED 6
Dates	2001-2003
Title of qualification awarded	Master degree
Principal subjects/occupational skills covered	Human Resource Management, Organizational behaviour, Research methods, Performance appraisal
Name and type of organisation providing education and training	National School of Political Studies and Public Administration, College of Communication and Public Relations
Level in national or international classification	ISCED 5B
Dates	2012 - 2014
Title of qualification awarded	Coaching and NLP/NLPt – Advanced Master / High potential coaching
Principal subjects/occupational skills covered	
Name and type of organisation providing education and training	MindMaster & Austrian Training Center for NLP/NLPt
Level in national or international classification	ISCED 5B
Dates	2011 – 2012
Title of qualification awarded	Coaching and NLP/NLPt – Master Practitioner
Principal subjects/occupational skills covered	Modelling, meta-programs, patterns, sleight of mouth, changing beliefs, timeline intervention
Name and type of organisation providing education and training	MindMaster & Austrian Training Center for NLP/NLPt
Level in national or international classification	ISCED 5B
Dates	2010 - 2011
Title of qualification awarded	Coaching and NLP/NLPt – Practitioner
Principal subjects/occupational skills covered	Rapport, calibration, pacing and leading, representational systems, language meta-model, Reframing
Name and type of organisation providing education and training	MindMaster & Austrian Training Center for NLP/NLPt

Level in national or international classification	ISCED 5B
Dates	2001 - 2002
Title of qualification awarded	Counselling competency diploma
Principal subjects/occupational skills covered	Counselling, psychotherapy, empathic listening, questioning, reflecting skills
Name and type of organisation providing education and training	Post-university Improvement Education Center for Physicians and Pharmacists
Level in national or international classification	ISCED 5B
Dates	1996 - 2000
Title of qualification awarded	Bachelor degree
Principal subjects/occupational skills covered	Personality psychology, Social psychology, Organizational psychology, Research methods, Psycho-diagnosis
Name and type of organisation providing education and training	License University of Bucharest – Sociology and Social Assistance Faculty
Level in national or international classification	ISCED 5A

Personal skills and competences

Mother tongue(s) **romanian**

Other language(s)

Self-assessment

European level ()*

English

Italian

Understanding		Speaking		Writing	
Listening	Reading	Spoken interaction	Spoken production		
C2	C2	C2	C1	C1	
C2	B2	A2	A2	A1	

(*) [Common European Framework of Reference for Languages](#)

Social skills and competences	Coaching and counselling skills – postgraduate training programme; professional trainer with more than 18 years of practice – different ToT certifications
Organisational skills and competences	Strong organisational skills – manager of Romanian partner in INSTALL project; manager of 7 psychologist in COSIP project; director of Social Cognition and Communication of Emotions Research Laboratory; key expert in various consultancy projects; head of Communication Department in NUPSPA for 2 years
Technical skills and competences	n.a.
Computer skills and competences	Certified analyst-programmer – ICI and IROMA
Artistic skills and competences	Enthusiastic bass player
Other skills and competences	Strong skills in utilizing psychological tests and reporting; excellent assessing skills – SHL certified; analytical and problem-solving skills; good research abilities – quantitative and qualitative (more than 80 articles published)
Driving licence	A and B

Additional information

Free practitioner Principal psychologist in Clinical psychology and in Work and organizational psychology; Certified Supervisor for both Clinical psychology and in Work and organizational psychology
EuCF Professional Coaching certification, Member of Romanian College of Psychologist, Member of Industrial and Organizational Psychology Association, Member of European Coaching Federation, Independent router ISST