



Marcel Gherghelegiu

Project & Change Management Expert

with over **10 YEARS** of strategic leadership, change management and technical consulting experience in 3 European **COUNTRIES** (France, Romania, Moldova)

WITH **TECHNICAL COMPETENCIES** IN:

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| P roject Management (PM) | R estructuring | C ommunication |
| P roject Monitoring & Evaluation (PM&E) | H ealthcare Management | C hange Management |
| R isk management (applied to PM) | H ealthcare System Reforms | P roject Development (ECHO, WB) |

EDUCATION

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| Master's Degree (DESS) Administration and Management of Enterprises | <i>The Management Institute of Nantes, France</i> | Sofia, Bulgaria 2000-2001 |
| Diplôme d'Etudes Professionnelles Approfondies | <i>Francophone Institute of Management and Administration (IFAG)</i> | Sofia, Bulgaria 2000-2001 |
| Residency curriculum Psychiatrist | <i>Testemitanu State Medical University</i> | Chisinau, Moldova 1998-2000; 2001-2003 |
| Doctor of Medicine General Practitioner | <i>Testemitanu State Medical University</i> | Chisinau, Moldova 1992-1998 |

EXPERIENCE

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| Management Consultant, PM December 2010- February 2011 Bucharest, Romania | CII Group www.ciiipartners.com |
| <ul style="list-style-type: none">• Lead and manage support for Asset Operations for oil company PETROM, Member of OMV Group (www.petrom.com)• Perform and provide analysis related to the effectiveness of Wells Interventions for two specific Assets within Exploration and Production Division• Lead, perform and ensure Wells Intervention and Workover Process Optimization | |
| Management Consultant, PM September 2010-November 2010 Chişinău, Moldova | BECOR Pharmaceuticals www.becor.md |
| <ul style="list-style-type: none">• Lead and implement the Process Optimization within Promotion Department of BECOR Pharmaceuticals• Advise and provide intellectual leadership for the senior management of BECOR Pharmaceuticals in the development of strategy planning skills and risk assessment• Develop design and lead implementation of the concept, general structure and Organigram of Promotion Department• Develop and lead implementation of the New Job descriptions, Working Instructions and KPIs for Head of the Department and Staff members of Promotion Department of BECOR Pharmaceuticals• Lead the development and implementation of the Decision flow Diagram | |

Management Consultant, PM

March 2010 – July 2010

Chişinău, Moldova

Dental Clinic Unident Art

www.unidentart.md

- Advise and provide intellectual leadership for the senior management of Dental Clinic Unident Art for the development of strategy planning skills and risk assessment
- Lead the identification and development of strategic goals and objectives (short and medium term) for core business development activities
- Perform the analysis and optimization of Working Process and Patients Flow
- Lead and manage the market analysis
- Lead business plan development
- Achieved significant improvements of 40% sales increase in 6 month after implementation of suggested actions

Management Consultant, PM

May 2009- October 2009

Ploieşti, Romania

CII Group

www.ciipartners.com

- Lead and perform analysis of Wells Intervention for oil company PETROM, Member of OMV Group, Romania (www.petrom.com)
- Lead the implementation of specific measures to reduce the number of Wells Interventions within Exploration and Production Division (Domestic Asset Department)
- Determine design, develop and lead implementation of new operational procedure for Wells Interventions

Management Consultant

January 2007- May 2009

Ploieşti, Romania

CII Group

www.ciipartners.com

- Manage restructuring of Exploration and Production (E&P) Division of oil company PETROM, Member of OMV Group, Romania (www.petrom.com)
- Develop and manage implementation of new operational philosophy for E&P Production Sectors
- Assist and advise the restructuring process of Exploration and Production Division
- Ensure monitoring and evaluation of the restructuring process of Exploration and Production Division during 2007, 2008 and 2009 year

Management Consultant

September 2005-January 2007

Ploieşti, Romania

CII Group

www.ciipartners.com

- Develop design and implement the new Petrobrazî Refinery Logistics Department (www.petrom.com)
- Develop design and ensure implementation of the Organizational Structure for the New Refinery Logistics Department
- Develop and implement the new Job Description for all the staff from the New Logistics Department
- Develop design of informational flows within New Logistics Department
- Develop the List of equipment for the New Logistics Department

Project Coordinator

March 2004 – October 2004

Chişinău, Moldova

Primary Care Evaluation Research
joint WB/UNICEF project

- Ensure local project coordination of multidisciplinary international research team
- Perform qualitative research on primary care reforms implementation process
- Conduct interviews with key stakeholders and primary care specialist
- Managed data recording and analysis
- Reporting of the qualitative research findings

Senior Long Term Expert

Health Promotion and Diseases Prevention Project

August 2003-August 2005

Cahul, Moldova

EPOS, Germany

European Union/TACIS

www.sanatatea.md

- Develop Strategic Plans and Action Programmes in Health Promotion and Diseases Prevention HP&DP (Potable Water and Nutrition, Healthy School, Healthy Heart)
- Lead and manage project development and implementation of Mental Health programs for people over 60s
- Assess the capacities of the main stakeholders and of medical and public health staff at national level.
- Provide the leadership in the identification of the needs for the implementation of the Action Programs in HP&DP at provincial and municipal level
- Involved in development of the training programmes for the key national institutions responsible for HP&DP for postgraduate and continuous education
- Building the essential capacities, both staff and equipment for implementation of the Action Programs in HP&DP, based on the pilot region experience on the national level.
- Implementation, Monitoring and Evaluation of the Action Programs in HP&DP in the pilot region.

Team Leader

Early Intervention Program

January 2003 – August 2003

Chişinău, Moldova

AHEAD Moldova

Norway

www.ahead-moldova.no

- Initiated and lead the development of the first in Moldova Centre for Early Intervention programs for children with special needs from 0 to 3 years old, supported by Norwegian Government
- Perform needs assessment of the situation of children with special needs in Moldova
- Manage and facilitate the health and social welfare activities under the project
- Lead the initiation and implementation of the programs for early intervention for children with special needs
- Analyze programs' effectiveness and introduce improvement mechanisms
- Manage a team of 4 physicians, responsible for care and assistance of target families
- Ensure activity and technical reports to headquarters
- Co-ordinate activities with local and central authorities
- Develop and maintain good working relations with the international organizations accredited in Moldova

Consultant in operational and quality management

August 2002 – January 2003

Chisinau, Moldova

“Translation Bureau Corcimar”

www.corcimar.md

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- Initiate and conduct the assessment and evaluation of working process at Translation Bureau Corcimar
- Perform analysis of the production-related losses (gaps)
- Lead the development and implementation of job descriptions and standard working procedures
- Ensure implementation of Quality Assurance and Performance Measurement mechanisms
- Develop design of software that twice increased translation efficiency of standard documents

Consultant in the Quality Department

January 2002 - April 2002

Nantes, France

Clinique Saint-Augustine
www.cliniquesaintaugustin.fr

- Involved in the accreditation process of the Clinic
- Lead and manage an evaluation project for work efficiency in the admission department of the Clinic
- Developed strategies for improvement of patients admission procedures
- Prepare and discuss the final report with doctors and administration staff concerning the efficiency of work in the admission department of the Clinic

Medical Consultant

April 2000 – December 2000

Chişinău, Moldova

Comite d'Aide Medicale
 Paris, France

www.cam-fr.org

- Responsible for medical aspects of the project supported by ECHO.
- Organization of the selection procedures for companies supplying medical equipment in three regions of Moldova (Edinet, Causeni, Hincesti)
- Elaboration of work strategies for primary health care in the rural parts of the Republic of Moldova
- Prepare the final report for ECHO regarding medical aspects of the project

**Relevant
 TRAININGS**

«Centre de l'Arche. Centre Régional Spécialisé en rééducation et réadaptation fonctionnelle»

www.ch-arche.fr

October 2001-December 2001

Le Mans, France

- Human Resources Management
- Hospital Financial Management

“Groupe Hospitalier Saint Augustin, Clinique des Augustines”

September 2001-October 2001;

December 2001-January 2002

Malestroit, France

- Healthcare system management
- Administration of medical institutions

LANGUAGES

Russian & Romanian: mother tongue

English, French: fluent native speaker

Bulgarian: good understanding and basic vocabulary