



## Europass Curriculum Vitae

### Personal information

First name / Surname **Rick FLINT**  
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Nationality British  
Date of birth 26<sup>th</sup> March 1969  
Gender Male

### Work experience

Dates **August 2008 to date**  
Occupation or position held Communications Consultant / Team Leader  
Main activities and responsibilities On a part time basis in 2011 and full time since January 2012, working as a freelance consultant in the communications sphere. Assignments included;  
Account director (01/15-): Brussels (ICF Mostra); Managing accounts for various communications framework contracts.  
Communications manager (08/14-12/14): Brussels (ICF Mostra); Managing the media relations department, organisation of press trips to Balkans, media relations actions for events EU events  
Evaluator (2014): Monitoring of ENPI regional communications (Results Orientated Monitoring according to DAC criteria), a €14 million programme covering 17 countries in north Africa, the Middle East and eastern Europe;  
Evaluator (2012-2013): Bosnia (EPRD, evaluation of information centre network); Belarus (Particip), review of all programmes, providing recommendations for future programming, and drafting terms of reference for EU Delegation.  
Team Leader (2013): Provision of strategic advice to EC Delegation, monitoring of EC cooperation programmes across all sectors and drafting of report with recommendations on how to improve visibility, communications/writing training for Delegation and Government staff; research and writing.  
Conference organiser: Speaker management and conference organiser for Telling the Story (12/13), a 2-day event in Brussels for 800 communicators organised by DG Regio/DG Agriculture. ICF Mostra  
Visibility expert (2011/2012): Visibility expert EASCAB project (GOPA, EU-funded regional statistics project to support ASEAN secretariat in Jakarta, Indonesia). Organised and managed 2 high level conferences (120 participants) in 2011 and 2012. Reviewed and updated visibility materials of project (leaflet, series of posters, newsletters, technical brochures, video presentations) and organised media relations and follow up for regional journalists (10-15 media)  
Team Leader (08/2009 – 12/2011) on €5.5 million project in Ukraine: “Women and Children’s Rights – communications component”. Project to design and run national communications campaigns across all media to highlight gender issues and children’s rights, and to provide communications support to the EC and international donor community. Duties included team management (full time staff of 12); design of visual identity for campaigns; design and management of multi-media national information and communications campaigns (strategic planning, messaging, advertising, media relations, on-line

and social media campaigns, publications, events, etc.); drafting articles, press releases and copy for extensive media relations campaigns; co-production of television and radio programmes on national and regional channels; delivery of training programmes; procurement (€2.4 million incidental budget); design and launch of web portal ([www.vsirivni.com.ua](http://www.vsirivni.com.ua)); development of social media actions (viral campaigns, flash mobs, Facebook, Twitter, vKontakte); research and opinion polling (national surveys, focus groups, media monitoring); reporting (media reports, 6-monthly project reporting). Project shortlisted for the IPRA PRoba awards (St Petersburg, 2010) for the social campaign 'I am against violence'

Consultant: 2008 and 2009: Business development for corporate clients (Serbia, Turkey, Croatia, Ukraine); Development and delivery of training sessions on communications and PCM (VSO, EC Macedonia, EC Moscow)

Name and address of employer	Safege Belgium. Gulledele 92, Brussels 1200 Belgium (Ukraine project)
Type of business or sector	Communications consultancy
Dates	<b>April 2005 – August 2008</b>
Occupation or position held	Head of press and information, European Commission Delegation to Turkey
Main activities and responsibilities	<p>As manager of a team of 5 persons working in the EC Delegation on press, information and communications, my principle tasks included;</p> <ul style="list-style-type: none"> <li>- Overall management of communications activities of the organisation to raise awareness of the EU, its policies and programmes (audio-visual, information management, publications, web site, databases, media relations, training, events, research, etc.);</li> <li>- Direct management of the annual communications budget of the Delegation (€1.3 million for 2005, €2.6 million for 2006 and €3.5 million annually from 2007) including all tendering;</li> <li>- Design and launch of Delegation web portal (<a href="http://www.avrupa.info.tr">www.avrupa.info.tr</a>);</li> <li>- Development and implementation of a communications and marketing strategy aimed at various target groups in Turkey;</li> <li>- Editor-in-chief for all English language print and electronic publications;</li> <li>- Drafting of presentations, speeches, press releases and copy for use across all media;</li> <li>- Organisation of national/regional events programme (management, reporting, promotion);</li> <li>- Networking with stakeholders (government, headquarters, associations, civil society, etc.);</li> <li>- Management of internal communications in Delegation and with headquarters in Brussels;</li> <li>- Support to projects/managers for use of European Commission visual and corporate identity;</li> <li>- Design, evaluate, promote and manage an audio-visual grant programme (€0.5 million annually);</li> <li>- Provide communications support and assistance to projects and grantees;</li> <li>- Design and management of training and visit programmes for national journalists ;</li> <li>- Management and human resource development for press and information team;</li> <li>- Represent the Delegation on official business and reporting to headquarters.</li> </ul>
Name and address of employer	European Union Delegation to Turkey: Uğur Mumcu Caddessi, 88, GOP, Ankara 06700
Type of business or sector	Diplomatic mission / communications management
Dates	<b>May 2002 – April 2005</b>
Occupation or position held	Independent communications consultant on various EU-funded projects
Main activities and responsibilities	<p>Main projects and initiatives worked on in this period include:</p> <p><u>Project Director</u> (10/02 – 04/05), Director for the 3-year awareness raising project, 'Information and communications programme for the Western Balkans' communicating EU programmes and policies (CARDS, SAp/SAA) in the five countries of the region. Main responsibilities; Team and project management (six person team in the Balkans); Strategic advice provision to the Commission in Brussels on external and internal communications; Publications management – writing, commissioning (photography, writers, design), editing, and production management; Events programme (media trips, training sessions) for around 100 people; Management of electronic distribution system (database design and content management); Management of training programmes for civil servants and journalists; Web design (strategy, design liaison, content management); Monitoring, evaluation and review of impact and effectiveness of tools and strategy.</p> <p><u>Communications expert</u>, (05/02 – 11/02) 'Tacis information and communications programme', Communications expert providing strategic communications advice for activities in Russia; Web design and editing (Tacis pages of Europa).</p> <p><u>Trainer and team manager</u> (09/02 – 03/03), 'Tacis CBC Small Project Facility Support to the Organisation of Information Seminars'. Team manager, principal trainer and training programme</p>

	<p>designer for four-person training team conducting a series of 15 training and information sessions in CEEC/CIS countries for local authorities wishing to apply for cross border co-operation grants.  <u>Writer of terms of reference.</u> Ukraine media project (12/03), Tacis multi-country Environment project (05/04)  <u>Proposal writer.</u> BDPA (France), EWC (Belgium), ECO (Belgium), GOPA-Cartermill International (Belgium).</p>
Name and address of employer	Independent consultant. 72 rue Rempart des Moines. Brussels, Belgium
Type of business or sector	Communications consultancy / project management
Dates	<b>August 1999 – May 2002</b>
Occupation or position held	Managing Director
Main activities and responsibilities	<p>A co-founder and managing director, I helped create and manage a successful communications consultancy business with offices in Brussels, Paris and Moscow, working in partnerships with companies based in Belgium, France, Germany and the United Kingdom. Working with teams across Europe from a number of different cultures and backgrounds, my main responsibilities included;</p> <ul style="list-style-type: none"> <li>- New business development (networking, lobbying, proposal writing);</li> <li>- Development of internal communications strategy and companywide marketing plan (positioning, promotion, target setting, production of communications tools, etc.);</li> <li>- Set up of the Belgian and Russian companies (legal requirements, office set up, equipment purchase, hiring staff, introduction of office systems etc.);</li> <li>- Set up of human resources system (contracts, performance reviews, training);</li> <li>- Manager of Brussels and Moscow offices (10 persons)</li> <li>- <u>Project manager</u> for on-going EU business and projects; <ul style="list-style-type: none"> <li>- Tacis information and communications programme to inform audiences in the FSU about EU cooperation programmes;</li> <li>- DG Transport and Energy, Lot 2 (relations with specialist press) and Lot 6 (database management);</li> <li>- DG Trade (database management);</li> <li>- Tacis City Twinning, conference organisation in Georgia, Uzbekistan for over 100 stakeholders in each country;</li> </ul> </li> <li>- Communications expert on social support project in Romania (4 month assignment)</li> <li>- Management of suppliers and subcontractors;</li> <li>- Financing and budgets</li> </ul>
Name and address of employer	Integral Communications. 23a rue Belliard. Brussels B1040, Belgium
Type of business or sector	Communications consultancy
Dates	<b>May 1997 – August 1999</b>
Occupation or position held	Senior Associate
Main activities and responsibilities	<p>As a senior associate with Ogilvy Public Relations Worldwide I was part of a ten-person international team of account managers working on developing the institutional communications business of the company in Europe. The main EU-funded projects in which I was involved were;</p> <p><u>In-country manager.</u> 'Tacis information and communications programme'  <u>Communications expert</u> ' DG XIII Communications project'  <u>Project manager.</u> 'DG Trade electronic mailing system development'  <u>Media relations expert</u> 'DG Environment Aarhus conference'</p> <p>Principal activities included;</p> <ul style="list-style-type: none"> <li>- Development of communications tools (web sites, web-based extranets, Lotus notes based intranets, database development, on-line media monitoring) with suppliers in Belgium, France and the United Kingdom</li> <li>- Media relations and public relations campaigns (strategy, press releases, conferences, media trips) across the European Union</li> <li>- Development of strategic communications plans (messaging, targeting, corporate identity etc.)</li> <li>- Publications management (including writing, editing, proofreading, layout and design, translation) in French, German, English and other languages</li> <li>- Events: Conferences, seminars, workshop organisation in Denmark (DG Environment), Germany (ICANN), France (DG XIII), Tacis countries (DG 1a, EuropeAid)</li> <li>- Development of audio-visual materials in Brussels (video and CD production) and the Netherlands</li> </ul>

	(television concept with Endemol Productions)
Name and address of employer	Ogilvy Public Relations Worldwide. Boulevard de l'Imperatrice, 13. Brussels B1000, Belgium
Type of business or sector	Public relations and communications consultancy
Dates	<b>December 1996 – May 1997</b>
Occupation or position held	Communications expert
Main activities and responsibilities	Communications specialist for a Tacis project in the Russian Federation for support to the reform of the social protection system, including pensions and health taking the Ministry for Social Protection in Moscow. Responsibilities were; Co-ordination and implementation of project communications policy; Internet development, donor and project co-ordination, set up of information systems
Name and address of employer	Treuhand Osteuropa Beratungsgesellschaft mbH, Berlin (for position in Moscow)
Type of business or sector	Communications consultancy
Dates	<b>May 1994 – August 1995</b>
Occupation or position held	Press and information assistant
Main activities and responsibilities	<ul style="list-style-type: none"> <li>- Media relations and project management</li> <li>- Writing and participation in editorial board for printed information</li> <li>- Providing information to general public and experts on EU</li> <li>- Helping to form information policy for the Delegation</li> <li>- Representing the Delegation on official business</li> <li>- Media monitoring and management of filming and video archives</li> <li>- Organising participation in exhibitions</li> <li>- Management of small projects</li> </ul>
Name and address of employer	EC Delegation, Kadashevskaya Nab., 14/1. Moscow, Russia
Type of business or sector	Diplomatic mission / communications
Dates	<b>June 1992 – February 1994</b>
Occupation or position held	Team leader and monitoring manager
Main activities and responsibilities	<p>As a team leader and monitor for the organisation assignments were carried out in Russia, Azerbaijan and Tajikistan over the course of one and a half years. CARE International was engaged in the region to alleviate the chronic shortages of food and medicine brought about by the collapse of the Soviet Union in 1999. In Tajikistan and Azerbaijan the situation was exacerbated by the armed conflicts affecting the region at that time. Main duties included</p> <ul style="list-style-type: none"> <li>- Organising logistics, strategy and planning for delivery, storage, distribution and monitoring of food and medical supplies;</li> <li>- Liaising with National and regional government, Ministries, organisations, international and local NGO's;</li> <li>- Hiring, training and managing a team of 30 monitors;</li> <li>- Reporting on progress and assisting in writing bi-monthly reports;</li> <li>- Monitoring political situation in the country;</li> <li>- Managing good public relations with local population and key stakeholders;</li> <li>- Budget management</li> </ul>
Name and address of employer	CARE International, 151 Ellis Street NE. Atlanta GA. USA
Type of business or sector	Humanitarian assistance provision / Development
Dates	<b>October 1991 – June 1992</b>
Occupation or position held	English language assistant
Main activities and responsibilities	Teaching English language and grammar; Development of curricula
Name and address of employer	State University of Donetsk, Ukraine
Type of business or sector	Education

## Education and training

Dates	<b>1998</b>
Title of qualification awarded	CAM certificate
Principal subjects/occupational skills covered	Advertising and Marketing
Name and type of organisation providing education and training	CAM postgraduate examinations (correspondence course)
Dates	<b>1995 - 1996</b>
Title of qualification awarded	Master's degree: MA Journalism Studies (Communications)
Principal subjects/occupational skills covered	Communications, public relations, propaganda, journalism and reporting
Name and type of organisation providing education and training	The Centre for Journalism Studies, The University of Wales, College of Cardiff. Wales, United Kingdom
Dates	<b>1987 - 1991</b>
Title of qualification awarded	Bachelor's degree: BA Honours Modern Languages Russian, German, Dutch (class 2 division 1, distinction in Russian)
Principal subjects/occupational skills covered	Russian, German and Dutch languages. Literature, politics, economics and history
Name and type of organisation providing education and training	The University of Sheffield, South Yorkshire. United Kingdom

## Personal skills and competences

Mother tongue(s) **English**

Other language(s)

Self-assessment

*European level (\*)*

**French**

**Russian**

**German**

**Turkish**

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C1	Proficient User	B2	Independent User	C1	Proficient User	C1	Proficient User	B2	Independent User
C1	Proficient User	B2	Independent User	C1	Proficient User	C1	Proficient User	B2	Independent User
B2	Independent User	B2	Independent User	B2	Independent User	B1	Independent User	B1	Independent User
B1	Independent User	B1	Independent User	B2	Independent User	B1	Independent User	B1	Independent User

Social skills and competences\*

- I have extensive experience in working with multinational and multicultural teams across Europe having worked with most European nationalities over the course of my career;
- I have a keen understanding of and interest in politics, economics and history;
- I enjoy presenting and have developed strong presentation and communications skills;
- Teams are important and I have become a competent people manager and team player. A strong leader, my management style is based on consultation, diplomacy and dialogue.

Organisational skills and competences	<ul style="list-style-type: none"> <li>- I have 20 years of work experience, 18 of which have been in the EU communications field and have directly managed staff for over 15 years. I am a keen strategic thinker in terms of communications, marketing, awareness raising and public relations;</li> <li>- During that time I have developed sound management skills, of both activities and projects and people and teams in a number of geographical locations (Brussels, Moscow, Kiev, Sarajevo, Ankara/Istanbul);</li> <li>- As a project director and managing director I have also had to work on finance and budgeting issues (costing for activities, project budgets, budgetary planning, financial management and financial reporting etc.);</li> <li>- Throughout my career I have worked as an English writer and editor and editor-in-chief on hundreds of articles, publications, web pages, press releases, presentations and speeches.</li> </ul>
Computer skills and competences	I am fully computer literate and able to use most PC based software packages (Word, Excel, Access, Lotus Notes, web and email applications). Basic knowledge of Front Page, Quark Express packages (for desk top publishing) and HTML.
Artistic skills and competences	I regularly play sports (running, squash, diving, cycling, walking and running) and sing in a choir in Brussels
Driving licence	Full UK driver's licence
References	Available upon request