

CURRICULUM VITAE

1. **Family name:** Flint
2. **First names:** Rick
3. **Date of birth:** 26th March 1969
4. **Nationality:** British
5. **Residence:** Belgium
6. **Education:**

Institution / Dates	Degree(s) or Diploma(s) obtained:
1998: CAM certificate in Advertising and Marketing	CAM certificate in Advertising and Marketing
1995-1996: The Centre for Journalism Studies, The University of Wales, College of Cardiff	MA Journalism Studies (Communications)
1987-1991: The University of Sheffield, South Yorkshire	BA Honours Modern Languages Russian, German, Dutch (class 2/division 1, distinction in Russian)

7. **Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
English (mother tongue)	1	1	1
Russian	2	1	2
French	2	2	2
German	3	4	3
Spanish	4	5	5
Turkish	4	4	4

8. Membership of professional bodies:

9. **Other skills:** Typing (60 wpm), Computer Literacy (Microsoft - Word, Excel, Access, Internet, Email, Adobe Photoshop), clean Driver's License

10. **Present position:** Freelance consultant

11. **Years within the firm:** Since January 2012

12. Key qualifications:

- Almost 20 years' experience in the field of international communications: Communications strategy development and implementation; Provision of strategic communications advice to EU projects teams, project beneficiaries, EC Delegations and civil servants;
- Communications campaigns development, delivery, and evaluation; Communications training programme design and delivery;
- Extensive expertise in communications disciplines: Development of communications strategies and action plans; Provision of strategic advice; Conference and event organisation; Marketing/communications management; Publications management; Development and management of media and public relations campaigns; Development of web sites, web portals and online databases; Development of campaigns; Polling and research; Social media.
- Project design and management
- Solid publication management and media relations experience with EU project focus
- Advanced knowledge of EC regulations and procedures, including EU Visibility guidelines and Project Cycle Management (PCM);

13. Specific experience in the region:

Country	Date
Morocco, Jordan, Palestine, Tunisia, Georgia, Ukraine, Moldova	2014
Indonesia (ASEAN)	2011, 2012
Moldova and Georgia	2004
Ukraine	1991-1992, 1997-1999, 2009-2011
Turkey	2005 – 2008
Russia	1993–1995, 1997, 2001, 2011/12
Belarus	2012/2013
Western Balkans	2002-2005, 2009, 2012-2013 (missions)
Azerbaijan, Tajikistan	1992 – 1993

14. Professional experience:

Dates	Location	Company	Position	Description
2014 -	Brussels	ICF Mostra: Patrick Vastenaekels pv@mostra.com	Manager	Account director (from January 2015): Managing accounts for various communications framework contracts. From August – December 2014: Managing the media relations department, organisation of press trips to Balkans, media relations actions for events EU events.
2014	Brussels ENPI	Eurotrends: Ariane Matalon ariane@euro-trends.net	Evaluator	Evaluator for the European Neighbourhood Policy Instrument (ENPI) regional communications programme, a €14 million programme covering 17 countries in north Africa, the Middle East and eastern Europe.
Sept-Dec 2013	Brussels	ICF Mostra: Patrick Vastenaekels pv@mostra.com	Consultant	Speaker management and conference organiser for Telling the Story (12/13), a 2-day event in Brussels for 800 communicators organised by DG Regio and DG Agriculture. Writer for ENPI related information products, and editor for DG Enlargement projects
2012/2013	Belarus	European Commission Particip : Anina Seitz anina.seitz@particip.de	Team leader	Expert: Belarus (Particip), evaluation of current communications programmes and activities, drafting communications strategy for country, providing recommendations to EC Delegation and drafting terms of reference for EU Delegation).
2012/2013	Serbia	European Commission AGEG : C Pascaru c.pascaru@ageg.de	Team leader	Serbia (AGEG), provision of strategic advice to EC Delegation, study 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);
2012	Bosnia	European Commission EPRD : m.gazdic@eprd.pl	Consultant	Evaluation and assessment of the information centre network across the country in the country, drafting of evaluation report, providing recommendations on improving visibility and communications, reporting.
2011/2012	Indonesia	European Commission GOPA: HJ Kaiser Hans-Juergen.Kaiser@gopa.de	Consultant	Visibility expert EASCAB project (GOPA, EU-funded regional statistics project to support ASEAN secretariat in Jakarta, Indonesia). Organised and managed two (2) high level conferences (120 participants) and media events in 2011 and 2012 for ASEAN members, including Cambodia. Reviewed and updated visibility materials of project (leaflet, series of posters, newsletters, technical brochures, video presentations); organised media relations and follow up for regional journalists (10-15 media); developed strategy for information dissemination and outreach.
Aug 2009 to Dec 2011	Kiev, Ukraine	European Commission Safege: Stewart Malin stewart.malin@safege.be V Vorobiev vladimir.vorobiev@safege.be	Team Leader	August 2009 – December 2011: Team leader on €5.5 million project in Ukraine: “Women and Children’s Rights – communications component”. Project to design and run a series of annual national integrated communications campaigns across all media to highlight gender issues and children’s rights, to change stereotypes in the country, and to provide communications support to the EC and international donor community (on rights in general, gender equality and domestic violence). Duties included; project and team management (full time staff of 12); development of a communications strategy, action plan and annual work programme; design and management of multi-media integrated communications campaigns to raise public awareness (4 national campaigns per year); design and management of annual PR and media relations programmes; production of leaflets, and other print materials; development and delivery of training and capacity building programmes; organisation of series of high-level conferences; provision of strategic advice on working with the media; establishment of procurement systems and budget management (€2.4 million incidental budget); development of monitoring and evaluation mechanisms; management of media monitoring, polling, research and evaluation actions; reporting; project management. Project shortlisted for the IPRA PRoba awards (St Petersburg, 2010) for social campaign ‘I am against violence’ and awarded innovative project award for 2012 by Safege.
Aug 2008 to Aug 2009	Istanbul, Turkey	Mostra: Gökce Kalayci gka@mostra.com	Consultant	Working out of Istanbul as a freelance consultant for number of private clients. Work included; <ul style="list-style-type: none"> • Communications consultancy; Business development, Mostra/EWC (Serbia, Turkey, Ukraine) • Development and delivery of communications training seminars in Skopje (EWC)
April 2005 to Aug 2008	Ankara Turkey	EC Delegation to Turkey: Martin Dawson, Political Counsellor martin.dawson@ec.europa.eu	Head of press and information section	As head of a team of 5 person press team in the EC Delegation, my principle tasks included; <ul style="list-style-type: none"> • Development/implementation of a communications strategy and action plan for EU in Turkey; • Lobbying for, and direct management of, the annual communications budget of the Delegation (€1.3 million in 2005 up to €3.5 million per annum by 2007); • Design and delivery of training programmes for Delegation staff and journalists: communications, media,

				<p>visibility, press relations and (for journalists) on EU related themes;</p> <ul style="list-style-type: none"> • Promotion of EU assistance programmes in Turkey across all sectors; • Management of media monitoring, commissioning opinion polls, organising monitoring and evaluation for all on-going communications projects and programmes; • Editor in chief for all publications (+-15 publications per annum); • All aspects of service provider management from concept to contracting (budgets and project management for audio-visual, publications, web sites, databases, media relations, training, events, etc.); • Liaison with EU funded projects, networking with stakeholders (government, HQ, civil society, etc.).
Oct 2002 to April 2005	Brussels Belgium (missions to Balkans)	<p>European Commission</p> <p>BDPA: Jean-Charles Torrior jean-charles.torrior@egis.fr</p>	Project director (team leader)	<p>BDPA, France: Project Director on a 75% basis for €1.65 million EU funded three-year communications programme in all countries of the Western Balkans. Responsible for:</p> <ul style="list-style-type: none"> • Promotion of the EC's financial assistance programmes in the region (CARDS) • Management of the project team in Sarajevo (six person team) • Development and management of training programme for political decision makers (Ministries) and journalists • Management of communications programmes across the Western Balkans • Strategic advice provision to the Commission on external and internal communications on EU funded projects and programmes in all sectors • Publications management – writing, commissioning (photography, writers, design), editing, and production management • Development of project success stories and photography database (including photo exhibition) • Management of events programme (seminars, workshops and conferences) • Electronic distribution system (database design and content management); web design (strategy, design liaison, content management) • Organisation of media trips to Western Balkans region to visit EC funded projects in the region; • Monitoring, evaluation and review of impact and effectiveness of tools and strategy
May 2002 to April 2005	Brussels Belgium (missions to Balkans, CIS)	<p>European Commission</p> <p>EWC: Eric Heldring eric.heldring@gmail.com</p> <p>GOPA info@gopa-cartermill.com</p>	Communication expert	<p>Communications consultant on a part time basis for a number of private companies. Main clients and projects include:</p> <ul style="list-style-type: none"> • East-West Consulting, Belgium (09/02-03/03): Principal trainer and training programme designer for four-person training team conducting sessions in Russia, Ukraine, Moldova and other CEEC/CIS countries for local authorities wishing to apply for EC cross border grants (CBC). • Gopa-Cartermill International, Belgium (05/02-11/02): Communications expert providing strategic communications advice for EC funded activities in Russia (Takis programme), web design for EU's Europa server and editing. Also writing proposals for EU funded projects • BDPA (France), EWC (Belgium), ECO (Belgium), GOPA-Cartermill International (Belgium): Writing and proposal writing for projects in Russia, Ukraine, Western Balkans • Writing terms of reference for EC media skills project (Ukraine 2004) and regional environment project (Ukraine, Russia, Moldova 2005) under framework contracts
Aug1999 to May 2002	Brussels Belgium (missions to Russia, Ukraine, Romania)	<p>Integral communications</p> <p>Tamsin Rose tamsin.rose@gmail.com</p>	Managing director	<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"> • New business development (networking, lobbying, proposal writing – DG Tren, EuropeAid) • Development of internal communications strategy • Development of company-wide marketing plan (positioning, promotion, target setting, production of communications tools, etc.) • Set up human resources system (contracts, performance reviews, training, salary negotiations) • Support to management of the Takis City Twinning Project (conference organisation) • Management of suppliers and subcontractors • Project manager for on-going business and projects (including all budget and financing aspects)

				<ul style="list-style-type: none"> o Organisation of conferences for city twinning programme in Russia and Georgia o Strategic communications advice (Tacis information) and support to development of visibility guidelines for EU funded projects o Press relations (DG Transport and Energy) o Database management (DG Trade)
May 1997 to Aug 1999	Brussels Belgium (missions to Russia, Ukraine, EU and CIS)	Ogilvy Public Relations Worldwide Nicholas Lunt nicholas.lunt48@btopenworld.com	Senior associate	<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. Clients included DG 1A (Tacis information and communications programme), DG XIII (Information Society), DG Trade (database management), DG Environment (Conference organisation). Main responsibilities included</p> <ul style="list-style-type: none"> • Development of web sites, extranets/ intranets, database development, on-line media monitoring) with suppliers in Belgium, France and the United Kingdom • Organisation of media relations and media trips (to all CIS states, including Mongolia and Uzbekistan) • Media relations and public relations campaigns (strategy, press releases, conferences, media trips) across the European Union • Development of EC project success stories, photo databases across all sectors • Publications management (including writing, editing, proofreading, layout and design, translation) in French, German, English and other languages for leaflets, brochures, newsletters, reports, annual reports, case studies, etc. • Conference organisation in Denmark (DG Environment), Germany (ICANN) and France • Development of audio-visual materials in Brussels (video and CD production) and the Netherlands (television concept with Endemol Productions) • Set up and management of company antennae offices (Moscow and Kiev) and management of programmes in Russia, Ukraine, Moldova and Central Asia
May 1994 to Aug 1995	Moscow Russia	EC Delegation to Russia Catherine Magnant catherine.magnant@ec.europa.eu	Press and information assistant	<p>As an assistant in the four-person press office of the Delegation in Moscow main responsibilities included;</p> <ul style="list-style-type: none"> • Media relations (press releases, conferences, events, promotion) • Writing and participation in editorial board, information provision to general public • Media monitoring, management of video archives, organising participation in exhibitions
June 1992 to Feb 1994	Tajikistan Azerbaijan Russia	Care international Allison Pfennig +1 404 6812 552	Team leader, monitoring coordinator	<p>As a team leader and monitor for the organisation assignments were carried out in Russia, Azerbaijan and Tajikistan. 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.</p>
Oct 1991 to June 1992	Donetsk Ukraine	Donetsk university frgf@dongu.donetsk.ua	Language assistant	<ul style="list-style-type: none"> • Teaching English grammar and language • Assisting teaching staff in revision of curriculum and teaching materials

10. Other relevant information Conferences, seminars, publications:

Writer and editor in chief for a wide range of publications (Tacis, CBC, CARDS, EU-Turkey relations).

EuropeAid web site, CARDS section – design, editing, contribution and maintenance (2002 – 2005)

ECD to Turkey web site: Design and launch of a new web site (2007 <http://www.avrupa.info.tr/DelegasyonPortal.html>)

Project 'Women and children's rights in Ukraine – communications component' web launch (www.vsirivni.com.ua)