



PERSONAL INFORMATION

Sofija Todorović




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 female

 02/01/1992

 Serbian

WORK EXPERIENCE

01/09/2016 – 31/01/2019 **Program coordinator (Transitional Justice and Human Rights)**

Youth Initiative for Human Rights, YIHR Serbia, Belgrade (Serbia)

The Youth Initiative for Human Rights is a regional network of non-governmental organizations with programs on the territories of Serbia, Kosovo, Croatia, Montenegro and Bosnia and Herzegovina. The Youth Initiative for Human Rights promotes the truth, justice, responsibility and equality as the basic values.

Projects: Regional Exchange Programs (2015-2019), RECOM Campaign (2017), Organisation of Zagreb Youth Summit (2017), Coordination Political Youth Network, PYN, (2017-2018), Miredita, Dobar dan Festival (2017-2019), World Youth Movement for Democracy (2018),

Tasks: Implementation of project activities, project management, writing project proposals and project reports, coordination of activists' network, writing public statements, writing policy papers, communication with political parties and public institutions, meetings with states' representatives

01/02/2019 – Present **Coordinator of Human Rights Monitoring Programme, BIRN Hub**

Balkan Investigative Regional Reporting Network, Office in Belgrade

Coordinating projects dealing with the monitoring of human rights such as: Resonant Voices Initiative and Digital Rights Monitoring within BIRN's Investigative Resource Desk – BIRD. Assisting in creation, launching and content publishing of Reporting Democracy platform.

EDUCATION AND TRAINING

2010 – 2019 **BA in Law Studies**

Faculty of Law, University of Belgrade, Serbia

01/2015 – 01/2015 **Program: This is Kosovo**

Youth Initiative for Human Rights, Belgrade, Serbia

Student visit to Kosovo institutions

21/05/2015 – 23/05/2015 **Human Rights Defenders**

Youth Initiative for Human Rights, Belgrade, Serbia

07/2015 "One million bones"

Post-conflict Research Center, Bosnia and Herzegovina

Large-scale social arts practice which combines education, hands-on art making, and public installations to raise awareness of ongoing genocides and mass atrocities.

11/2015 - 11/2016 Justice without reconciliation? War crimes and trials in Europe since 1945"

OFAJ program - The Franco-German Youth Office, exchange programme

The overall aim of the program was to explore and discuss the question of war crimes and war crime trials in four countries (France, Germany, Serbia, Kosovo) especially their role in post-war-reconciliation processes.

The Program was consisted of three phases, the first part has been held in Dachau (Germany) and The Hague (Netherlands). It will dealt with the topics of crimes committed by the German National Socialists during World War II and their impact on societies; the development of international and national criminal law; the establishment and the role of the International Criminal Tribunal for the former Yugoslavia for the reconciliation in the South Eastern Europe.

The second phase of project was held in France in March 2016 and the third phase in Serbia and Kosovo, November 2016.

24/03/2016 – 24/05/2016 Transitional Justice School

Humanitarian Law Center - HLC

Belgrade, Serbia

17/10/2016 – 21/10/2016 ODIHR Training on Human Rights Monitoring and Safety and Security

ODIHR - The Office for Democratic Institutions and Human Rights, Warsaw

Budva, Montenegro

18/06/2017 – 28/07/2017 Peace and Conflict Summer Program 2017

RIT Kosovo™ (A.U.K) - Rochester Institute of Technology, Kosovo

Prishtina, Kosovo

12/10/2020 – 15/10/2020 Training in Project Management

Balkan Investigative Regional Reporting Network

Tirana, Albania

PERSONAL SKILLS

Mother tongue(s) Bosnian / Croatian / Serbian / Serbo-Croatian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	C1	C1	C1
Russian	A2	A2	A2	A2	A2
Spanish	A2	A2	A2	A2	A2

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user

- Communication skills**
- good ability to listen and work towards resolving conflicts reaching a win-win situation for all, and adaptability to different opinions gained through years of experience and training in human resource management sector, working in different teams both in terms of structure and nationality;
 - good skills in e-mail and narrative communication efficiency and responsibility for delivered messages;
 - clear speaker, effective in responding to questions, ability to pass message to the audience

- Organisational /managerial skills**
- ability to see the whole picture of the activity and to set priorities in work, plan and act accordingly in cooperation with other members of the team, respecting hierarchy of acting and reporting;
 - high priority set on planning correctly to avoid mistakes and prevent inconveniences and difficulties in the process of completing any and each task required for successful completion of the work;
 - ability to manage time, act efficiently on any ad hoc activities, highly organised;

- Job – related skills**
- experienced in managing projects funded by the EU, and overseeing implementation of activities;
 - skilled and experienced in conducting analyses, field research, and monitoring
 - able to motivate and initiate creative work environment and aid and guide staff towards the achievement of the goals

- Computer skills**
- excellent computer skills
 - good online research skills in finding relevant data
 - creating social media strategies for promotion of different project results
 - fully literate with all MS Office data and word applications, including Word, Excel, Access, PowerPoint, Outlook etc.
 - proficient user of both Windows and MacOS platforms

- Other skills**
- quick learner and easily adaptable to various situations and environments; acting well under pressure and in crisis situations, having worked in conflict and post-conflict situations, and in multi - national environments;
 - proficient user of all office equipment (fax, scanner, radio and satellite communication equipment, etc.)

- Articles and public performances**
- <https://bird.tools/we-mustnt-sacrifice-the-health-of-our-freedoms/>
 - <https://balkaninsight.com/2020/04/23/why-serbian-media-scorned-a-peace-message-from-srebrenica/>
 - <https://balkaninsight.com/2020/10/13/civil-society-has-found-its-voice-in-the-balkan-pandemic/>
 - <https://balkaninsight.com/2020/09/10/internet-governance-key-to-media-freedom-in-albania/>
 - <https://balkaninsight.com/2020/08/31/see-digital-rights-network-established-2/>

Report on the state of Digital Rights during COVID-19 pandemic

<https://bird.tools/wp-content/uploads/2020/06/From-Cures-to-Curses-Manipulation-Flourishes-in-the-Digital-Environment-1.pdf>

- Interviews**
- <https://civitates-eu.org/now-that-everybody-can-see-the-data-we-can-actually-prove-what-is-happening/>
 - <https://talas.rs/2020/10/27/geneza-i-trendovi-ekstremne-desnice-u-danasnjoj-srbiji/>

- Documentaries**
- https://www.youtube.com/watch?v=ve0R_DwHKUU&t=315s