

**CURRICULUM VITAE (CV)**

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| **Name of Expert:** | **Horacio KURLAND** |
| **Date of Birth:** | 1962 |
| **Country of Citizenship/Residence** | Israeli and Argentinian |
| **Experts’ contact information** | e-mail [kurland62@gmail.com](mailto:kurland62@gmail.com),  phone (+972) 52 2600670 |

**Education:**

* M.A. in Organizational Communication

Clark University, Worcester, MA, USA and Tel Aviv, Israel

1997-2000

* 1994-1995 Aharon Ofri Institute, Ministry of Foreign Affairs in cooperation with the Israeli Ministry of Education.
* 1983-1987 – B.Mus. Rubin Academy. Jerusalem.

**Special Courses:**

* 2001 – Course in negotiations and mediation. Israeli Center of Mediation and Negotiation (ICMN)
* 1996 - The Keren Hayesod Course for Shlichim.

**Special Skills and Areas of Expertise:**

* Extensive experience in training and community development expert
* Extensive experience in development of emergency teams and key actors in management of natural disasters and emergencies.
* Extensive experience as a trainer in different institutional settings
* Extensive experience in social studies and definition of suitable institutional settings

**Employment record**

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| **Period** | **Employing organization and your title/position. Contact information for references** | **Country** | **Summary of activities performed relevant to the Assignment** |
| 1992 - present | Freelance CONSULTANT | Worldwide | Consultant in Management Communication. For over twenty years he has been working in Countries from Asia, Europe, Africa, and Latin America. Specialist in Design, planning, handholding, and implementation of the social, economic development initiatives, as well as Community rehabilitation and humanitarian projects, Led the projects funded by American, European aid agencies including I.L.O, USAID, MASHAV, ACI. Expert in community monitoring and evaluation of social development.  Main assignments listed below |
| 2020 | Position: Consultant | **Israel** | Organizational consultant at the Western Galil regional training center in the organizational excellence program accompanying the local governments of Shlomi, Horfesh and Yanuch yat. Israel |
| 2019 | Position: Consultant | **Israel** | Mahut Israel as a consultant and trainer, working with communities around the world and with emergency teams in local governments, institutions and organizations. |
| 2019 | Position: Trainer and Consultant | **Argentina** | Training of community leadership teams in subjects of community empowerment and mobilization techniques in the communities of Rosario, Santa Fe and Salta . Argentina. |
| 2018 | Position: Lecture and Trainer | **Benin** | International course for Directors of the Regional organization of ports in West Africa. Cotonou, Benin. |
| 2018 | Position: Trainer and coordinator | **Belize** | Assisting and coordinating the course “Police and community” for development of the awareness and strategies to reduce and prevent violence and crime in communities. |
| 2018 | Position: Lecture and Trainer | **Panama** | Regional course for the economic empowerment of women. Organized by Instituto Golda Meir and Mashav in Panama City. |
| 2016 | Position: Lecture and Trainer | **Colombia** | International training Course: Management of Emergencies and Natural disasters in the municipality of the city of Cali and the fire force department in Bogotá.  Israeli International cooperation |
| 2016 | Position: Team leader project “Vida Nueva”.  Responsible for training development and communities' development. | **Guatemala** | Cahabon**,** Research project “Vida Nueva”, Responsible for training development and communities' development.  Nueva Vida is a unique, an innovative concept of rural development with social and economic characteristics. The NV project will provide the tools, the know-how, the training, and the infrastructure necessary to make agricultural activity efficient and immediate, giving a significant boost to the local economy and enabling farmers to achieve and maintain food security for their crops |
| 2016 | Position: Team leader for training development and communities' development. | **India** | Maharashtra, Research project “Smart Villages”, Team leader for training development and communities' development.  Lead an investigation in 14 agricultural villages in the state of Maharashtra, with the aim of understanding their cultural characteristics and community structures'. The objective was to develop a 'tailor-made' strategy that allows empowering communities by developing leadership, strengthening participation with different community groups. |
| 2015 | Position: international expert | **Ghana** | Tema, Lecture in International Congress for Human Resources managers in West African ports. Organized in cooperation with the cooperation of Galilee International Management Institute (GIMI) |
| 2013 -2014 | Position: Organizational Consultant | **Israel** | Organizational Consultant HMO Mehuhedet- Managerial Development |
| 2013 | Position**:** Organizational Consultant | **Israel** | Organizational Consultant of Prima Hotel Group |
| 2013 | Position: Team leader for training development and communities' development | **Nigeria** | Research, analysis, detection, and strategy for population target for ADAMA project. (Establishment of a cooperative farm settlement in Nigeria). Responsible for training and behavioral change, LR Group.  The Adama settlement concept creates a new type of rural settlement with unique economic and social characteristics that participating families encounter when they join.  An Adama village creates effectively a new type of community. This community is based on different common values and has different social ingredients than many traditional rural communities. A clear set of rules must be applied to this community allowing its members to integrate easily into their new community. The initial set of rules and social understanding will evolve with the community as time passes. |
| **2012** | Position: Team leader in training and behavioral change area. | **Honduras** | Research, analysis, and detection of candidates for the establishment of a cooperative farm settlement in Santa Maria del Real, Honduras) Responsible for training and behavioral change. Era Optima Company.  The project combines investment in physical and human resources, development of under-utilized rural agricultural resources, the establishment of agro-industrial enterprises and strengthening of the production and marketing chain. To ensure sustainability, the project does not only promote production but also focuses on means to steadily increase market demand. Project benefits include increasing employment opportunities; strengthening rural education; developing trade and professional skills through on-the-job training; introducing new and appropriate technologies, improving the quality of agricultural goods, boosting agricultural production to increase food security, and promoting trade and exports. The new rural production center will be based on modern and efficient working standards. |
| 2012 | Position: Researcher and international expert | **Nigeria** | Lagos and Abacha, Development program in the Decision-Making process in Public safety, by Motorola International. |
| 2011 | Position: Researcher and international expert | **Argentina** | Trainer and promoter of the International Course for handling natural disasters in Cipolletti. |
| 2010 | Position: international expert | **Chile** | Santiago de Chile and Valdivia, Trainer and promoter of the International Course for handling natural disasters |
| 2010 | Position: Expert in community development and leadership. | **Angola** | Organizational Consultant and expert in community development and leadership –LR Group, Angola.  The Aldeia Nova project is an ambitious joint initiative of the Government of  Angola and the Israelis companies, to initiate and advance a rapid process of rural  settlement and agricultural development in the Waku-Kungu valley which is located  In Cela county, Kuanza-Sul province. The project encompasses several  parallel efforts, including restoration and further development of family farms,  resettlement of ex-soldiers and their families, investments in physical and human  infrastructure, construction of input supply and output processing centers, and  together targets job creation and economic prosperity for the wider population of the  region. |
| 2010 | Position: Organizational Consultant | **Israel** | Local government organizational consultant in the city of Acre. |
| 2010-2011 | Position: International consultant, responsible for change management process and training. | **Panama** | Consultant on the project "A city without violence". ISIT Ltd. |
| 2009 | Position: international expert | **Angola** | Lecture in the National School of Public Administration (ENAD), Luanda |
| 2008 | Position: international expert | **Vietnam** | Hanoi, Trainer, and promoter of the course in" Leadership in Education" for the training of trainers academic professionals in Hanoi, Vietnam. Division for International Cooperation (MASHAV), International Institute for Leadership, Training Center, Israel, Israeli Ministry of Foreign Affairs. |
| 2006-2007 | Position: Organizational Consultant, responsible of inter institutional communication. | **Israel** | Consultant for local governments in the southern zone of Israel, (Area near the Gaza Strip), oriented specifically in the executive groups of decision makings in conflict areas |
| 2005 - 2009 | Position: International Organizational Consultant, responsible of community mobilization and participation. | **Latin America** | Consultant of Keren Ha Yesod. Developing communitarian leadership in Jewish communities of Latin America |
| 2003-2004 | Position: **Project Manager** | **El Salvador** | **Project Manager**; Project: Technical assistance and training for the implementation of Learning Resource Centers for the Ministry of Education of El Salvador.  The project consisted in the systematic training of social actors involved in community development and security issues, providing tools and methodologies for the creation of frameworks and leadership groups within schools and communities, allowing these professionals to raise levels of interpersonal communication and Social skills. |
| 2001 – 2002 | Position: Organizational Consultant and community builder. | **Israel** | Consultant for the Shimshit Community (700 families) located in the northern part of Israel for the organization of the community’s educational system. |
| 2001 | Position: Organizational Consultant | **Israel** | Lecturer at the Institute for Executive Education for the Ministry of Education. |
| 2001 | Position: Organizational Consultant | **Israel** | Lecturer at the Institute for Executive Education for the Ministry of Education. |
| 2001 | Position: Organizational Consultant | **Israel** | Consultant at the Brookdale Institute, branch of the Joint International Organization. Worked on training Social Researchers. |
| 1999-2003 | Position: Organizational Consultant | **Israel** | Consultant at the Hilton Hotel chain in Israel. In charge of training a team of Executive Directors and members of the staff in management and customer service improvement issues. |
| 9/1999 | Position: international expert | **Argentina** | Trainer and Promoter - 4 courses. Organized and sponsored by the Saavedra Municipality in the Province of Buenos Aires, Argentina. These courses were aimed at Technicians working in the agricultural areas of the INTA (National Institute for Agricultural Technology). Social Assistant of the Social and Political Development Department of the “Alianza" Party. During these seminars, worked on topics, such as Leadership Development Techniques, Work Models, Advisory and Community Analysis Methodologies |
| 1/1999 | Position: International expert | **Benin** | Trainer during the educational seminar for ISPEC (Institute Superior pour des etudes Cooperatives), organized by the I.L.O in Porto Novo, Benin, Western Africa. The objective of the course: Introduction of new Training Methodologies in the rural areas and institutional development in Non-urban areas. The participants were trainers in the areas of rural cooperatives |
| 8/1998 | Position: International expert | **El Salvador** | Trainer and Promoter during the educational seminar organized by the ISPM (Institute for Protection to Minors) and USAID held in Sonsonate, El Salvador. This seminar was aimed at 20 community leaders, involved in social development projects. |
| 7/1998 | Position: International expert | **Costa Rica and Honduras** | Promoter and Trainer during international training seminar organized by I.L.O. and A.C.I. in Costa Rica and Honduras, aimed at the FINACOOP Economic Foundation. This seminar was aimed at groups of persons in charge of administrating associations, cooperatives, and staff. |
| 1/1998 | Position: international expert | **Costa Rica and Venezuela** | Promoter and trainer during the international Leadership Training seminar organized by the National Youth Movement from San José Costa Rica, promoted by the Israeli Ministry of Foreign Affairs. This seminar was held in Costa Rica and in Venezuela. The seminar was aimed at community leaders in the urban and rural areas. |
| 8/1997 | Position: International expert | **Latin America** | Promoter and trainer on Training Seminars for companies and cooperative organizations, with the participation of the International Labor Organization and International Cooperative Alliance, a branch of the United Nations, in Paraguay, Costa Rica El Salvador, Nicaragua, Honduras, and Guatemala. The following topics were discussed in an alternate manner during the seminar: learning methodologies in the urban and rural areas, interpersonal communications and inter-cultural understanding, methodologies applied to motivation, oratory, body language and human resource development. |
| 2/1997 | Position: international expert | **Senegal** | International Seminar on methodologies and training issues. Aimed at officers of the Finance Ministry in Dakar, Senegal, Western Africa. Contract with the Israeli Ministry of Foreign Affairs. The topics developed during the seminar, Teamwork coordination, Basic group dynamics principles, leadership skills, coordination techniques for workgroups, determining roles and objectives. The participants were NGO trainers. |
| 7/1996 | Position: international expert | **Colombia** | National Community Leadership Seminar, held in Bogotá, Colombia. The topics presented during the seminar were related to Non-governmental organizations, decision-making process and "brainstorming" techniques, design and dissemination of educational materials. |
| 6/1996 | Position: International expert | **Kenya** | International Interpersonal Communications and Media Seminar held in Nairobi, Kenya. The topics presented during the seminar were Image and Improvement of Services in cooperative banks in Kenya, Total Quality Services, oratory group techniques, and Communication means. Hired by the International Histadrut Institute of Israel, and in cooperation with the International Labor Organization in Geneva, Switzerland. |
| 2/1996 | Position: international expert in community building | **Costa Rica** | International Community Leadership Seminar, San José, Costa Rica. Community leaders from Venezuela, Colombia, Mexico, Panama, and Costa Rica attended the seminar. The relevant topics presented were: Development of Community Training Program, Fund Collection Techniques, Interpersonal Communications, and Alternative Learning Methods in the Communities |
| 10/1995 | Position: international expert | **Togo and Benin** | Communications course aimed at cooperatives in Togo and Benin, Western Africa. Organized by the International Histadrut Institute and the Israeli Ministry of Foreign Affairs. The topics discussed related to Image Improvement and Cooperative Banking Services as well as Project Development. |
| 1993-1995 | Position: Organizational Consultant | **Israel** | Part of the “Tiltan" Institute team, a training center aimed at company directors. The activities related to the use of alternative training techniques (body language, theater, painting, music, and games). |
| 1992 | Position: Organizational Consultant | **Israel** | International Histadrut Institute and the Ministry of Foreign Affairs, Department of International Cooperation. Professor in interpersonal communications, oratory, body language, leadership development, group dynamics, informal education, decision-making processes, teaching methodologies, human resource development, and community development. |

**Language Skills (indicate only languages in which you can work):**

**Speaking Reading Writing**

English Excellent Excellent Excellent

Spanish Excellent Excellent Excellent

Hebrew Excellent Excellent Excellent

French Excellent Excellent Good

Italian Good Good Fair

Portuguese Excellent Excellent Fair