# Dr.Sc.Naim Ismajli

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**EDUCATION**

2015 Doctor of Economi, Management and Informatics (Dr.Sc)

Thesis “

 Human Resources in Local Government in Kosova”:

Law faculty, European University of Tirana. (EUT)

2005-2008 Master of science, (Msc)

 Management and Informatics, Economic Faculty, Prishtina University

1984 - 1988 Bachelor (Bsc), Agricultural Engineer

 Agriculture Faculty, Prishtina University

**EMPLOYMENT**

2009-ongoing **Mayor – Municipality of Shtime**

Supervise Administration and finances in overall Municipality,

 Supervise implementation of all legal acts adopted by the Municipal Assembly

Delegates responsibility Directors and oversee the implementation of

 delegated responsibilities;

Proposes Municipal Assembly, for each fiscal year, number of departments and their functions, in accordance with the legislation in force

Makes changes regarding the function and the number of directorates or departments and their functions, in accordance with the legislation in force

Makes setting or temporary separation and coordination of duties and responsibilities between departments as appropriate, taking into account the particular area or project;

And other responsibilities defined by the Municipal Assembly.

2001-2007 **Chief Executive – Municipality of Shtime**

Implement the plan approved budget of Municipal Assembly always based on growth, development and implementation of services

Reviews and reports to the Board on the overall progress background in operational and financial targets and initiate courses of action for implementation;

Action as liaison between management and Municipal Assembly;

Creating corporate culture which helps in attracting, keeping and motivate employees at all levels; Continued progress and encouraging optimal performance;

Review the plan for the development and success of executive management;

Provision policies that are developed and human resource efficient procedures (including recruitment, performance management, training, successful planning, employee relations and compensation) to support the strategic objectives of the Company;

2000-2001 **Director of Agriculture Department – Municipality of Shtime**

Planning, development and permanent care of agricultural land exploitation for Municipality need and interests;

Proposal and municipal policy design of agriculture development, livestock and orchards;

Regulation and protection of river banks:

Rural development planning;

Natural resources, including the protection of animals and plants;

Drafting local regulations for waste control and within the Municipality territory;

Environmental preservation and maintenance;

Planning, expansion, maintenance and protection of public green spaces such as city park, oasis and other public spaces.

2012-2018 **Mayor of municipalitie associations in Republic of Kosovo**

2016-2017 **President of NALAS (Municipalities associations of south-east Europe)**

**TEACHING**

2012-ongoing **Lecturer of the subjects:**

 Teaching the subject for students of the bachelor studies:

* Human Resource Menagement
* Strategic Menagement

 Teaching the subject for students of the master studies:

* Leadership
* Human resource management and development
* Organizational management

. AAB College

2012 -2014 **Lecturer of the subjects:**

Teaching the subject for students of the bachelor studies:

* International management
* Career Development
* Marketing Management

Prizren Public University “Ukshin Hoti”

2011- 2012 **Lecturer of the subjects:**

Teaching the subject for students of the bachelor studies:

* Human Resources
* Strategic Management

AAB College

1989 - 1998 **Professor in High school**

**SCIENTIFIC CONFERENCES**

|  |  |  |
| --- | --- | --- |
| CONFERENCES | TITLE OF ARTICLE  | Month/Year  |
| Mediterranean Journal of Social Sciences ISSN 2039-2117 online ISSN 2039-9340 print;Vol 4, No 10 (2013), Special Issue - October 2013 | The Current Status and Challenges of the Human Resource Developments in Kosovo | 2013 |
| Albena-Bulgary;14th SGEM GeoConference on Ecology, Economics, Education And Legislation, SGEM2014 Conference Proceedings, ISBN 978-619-7105-19-3 / ISSN 1314-2704, June 19-25, 2014, Vol. 3, 455-462 pp | THE IMPACT OF HUMAN RESOURCES IN DEVELOPMENT OF RURAL TOURISM IN KOSOVO | 2014 |
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| --- |
| NAUĈNI bilten:ekonomska istraţivamja Buletin Shkencor:hulumtime ekonomike Urednik:Elez Osmani- God.1,br.1(2009) Ulcinj:(Pinješ bb):Centar za ekonomska istraţivanja 2013.24 cm Godišnje. ISSN 1800-9794  |
|  |

 | Eksporti i produkteve si mundesi e zgjerimit te tregut per kompanite Kosovare-rasti i kompanise Frutex me produktin “Golden Eagle” dhe analiza e tregut të Turqisë  | 2014 |
| “Albania Studies Days”, organized by the European University of Tirana, on 01-04/ May, 2014. (Document issued: Certificate) |  | 2014 |
| “The state, Society and Law: Regional Cooperation”, organized by “Aleksander Moisiu” University of Durrës with cooperation “Albanian University”, on 23-24 May, 2014. (Document issued: Certificate) |  | 2014 |
| “Political Rights and Culture as e contributing factor in building modern state”, organized by ISLD, on 19-20 September 2014. (Document issued: Certificate) |  | 2014 |

**PUBLICATIONS/ARTICLES**

|  |  |  |
| --- | --- | --- |
| **Published /ISSN/ISBN** | **Item Title**  | **Month/Year**  |
| Author(s): Naim IsmajliPublished by;Issues in Business Management and Economics Vol.3 (2), pp. 17-23, February 2015 Available online at http://www.journalissues.org/IBME/ | Career development and advancement of human resources –how they influence the performance qualities of local government administration  | 2015 |
| Author(s): Naim Ismajli Published by ;Journal of Public Administration and Governance  ISSN 2161-7104;Copyright © Macrothink Institute | The Importance of Motivation Factors on Employee Performance in Kosovo Municipalities | 2015 |
| Author(s): Naim Ismajli Published by ;liria International Review – 2012/2 © Felix–Verlag, Holzkirchen, Germany and Iliria College, Pristina, Kosovo  | Impact of civil servant salaries on the performance of local public administration in Kosovo | 2012 |
| Author(s): Naim Ismajli Journal of US-China Public Administration, January 2015, Vol. 12, No. 1, 15-24doi: 10.17265/1548-6591/2015.01.002 | Motivation Factors Impacting the Civil Servant Performance inLocal Public Administration in Kosovo | 2015 |
| Author(s): Naim IsmajliPolitical Sciences & PublicISSN: 2332-0761;Aff 3: 152. doi:10.4172/2332-0761.1000152; Volume 3 • Issue 2 • 1000152 | The Importance of Motivation Factors on Employee Performance in Kosovo Municipalities | 2015 |
| Author(s): Naim IsmajliEuropean Journal of Business and Management www.iiste.orgISSN 2222-1905 (Paper) ISSN 2222-2839 (Online)Vol.10, No.20, 2018 | The Role of Human Resources Motivation in the Development of Hotel Enterprises in the Ferizaj Region (Republic of Kosovo) | 2018 |
| Author(s): Naim IsmajliRecent Advances in Energy, Environment and Financial Science; ISBN: 978-1-61804-361-0 | The Regional economic integration and strategic management of comparative advantages of Kosovo to the neighbors regarding the energy potential of the country | 2015 |
| Author(s): Naim IsmajliInternational Multidisciplinary Scientific GeoConference : SGEM; Sofia  Vol. 17, : 797-804. Sofia: Surveying Geology & Mining Ecology Management (SGEM). (2017) DOI:10.5593/sgem2017/53 | STRATEGIC MANAGEMENT OF SECONDARY RAW MATERIALS - FLYASH UTILIZATION IN ROAD CONSTRUCTION | 2018 |
| Author(s): Naim Ismajli5th International Multidisciplinary Scientific Conference on Social Sciences and Arts SGEM 2018, ISBN 978-619-7408-65-2,ISSN 2367-5659 | IMPACT OF PERFORMANCE ASSESSMENT TO INCREASE SERVICE QUALITY IN THE LOCAL PUBLIC SECTOR | 2018 |
| Author(s): Naim Ismajli5th International Multidisciplinary Scientific Conference on Social Sciences and Arts SGEM 2018, ISBN 978-619-7408-65-2,ISSN 2367-5659 | FACTORS AFFECTING CONSUMER DEMAND AND DEMAND IN THE REPUBLIC OF KOSOVO | 2018 |
| Author(s): Naim IsmajliPolitical Sciences & PublicISSN: 2332-0761;Aff 3: 152. doi:10.4172/2332-0761.1000152; Volume 3 • Issue 2 • 1000152 | The Importance of Motivation Factors on Employee Performance in Kosovo Municipalities | 2018 |
| Author(s): Naim IsmajliPolitical Sciences & PublicISSN: 2332-0761;Aff 3: 152. doi:10.4172/2332-0761.1000152; Volume 3 • Issue 2 • 1000152 | IMPACT OF EDUCATION ON OVERAL SUSTAINABLE DEVLOPMENT IN DEVELOPING COUNTRIES | 2018 |
| Author(s): Naim IsmajliPolitical Sciences & PublicISSN: 2332-0761;Aff 3: 152. doi:10.4172/2332-0761.1000152; Volume 3 • Issue 2 • 1000152 | START UP BUSINESS CHALLENGES IN TRANSITION COUNTRI ES-CASE OF KOSOVO | 2018 |
| Author(s): Naim IsmajliPolitical Sciences & PublicISSN: 2332-0761;Aff 3: 152. doi:10.4172/2332-0761.1000152; Volume 3 • Issue 2 • 1000152 | ROLE OF INNOVATION IN SMALL BUSINESS DEVELOPMENT IN KOSOVO | 2018 |
| Author(s): Naim IsmajliPolitical Sciences & PublicISSN: 2332-0761;Aff 3: 152. doi:10.4172/2332-0761.1000152; Volume 3 • Issue 2 • 1000152 | IMPACT OF THE ENVIRONMENT, CONDITIONS AND LOADS AT WORK ON THE MOTIVATION OF THE WORKERS OF HOTEL ENTERPRISES IN THE FERIZAJ REGION (REPUBLIC OF KOSOVO) | 2018 |

**SKILLS AND SOCIAL COMPETENCIES**

Mother tongue: Albanian

Foreign languages: English (Understanding: B2, Writing: B2, Reading: B2)

 Serbian (Understanding: B2, Writing: B2, Reading: B2)

Good communication and negotiation skills. Very active and willing to work in the group, cabable of managing and organizing the work

Computer Skills: SPSS Programe

Driving licence: B