

Stefan Chichevaliev



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[Bold Profile](#)

SUMMARY

Skilled researcher, program and project management professional with more than a decade of experience in the private, public, and civil sectors. Demonstrated results in working in and with the think-tank industry, financial partners, and governmental institutions, and a solid track record of research, analyses, and publications. Consultant for many international organizations in creating and implementing innovative solutions with significant impact on people's wellbeing. Bridging science and practice and boosting international academic partnerships.

Specific Experience

- 10+ years as a researcher.
- 8+ years in managing international projects and clients.
- 8+ years as a sustainable and social business development trainer.
- 8+ years in policy development
- 7+ years in executive positions.
- 6+ years as a consultant in international projects.

EXPERIENCE

April 2024 - ongoing

**Adjunct Professor of Social Entrepreneurship |
Vrije Universiteit Brussel | Brussels School of Governance |
Brussels, Belgium**

- Developed and implemented lectures on social entrepreneurship for undergraduate studies.
- Developed and implemented various lecturing methods.

April 2022 – March 2024

**MSCA Impact Postdoctoral Research Fellow |
Vrije Universiteit Brussel | Brussels, Belgium**

- Analysed the level of influence of the macro-level factors on the meso- (organisational) and microlevel (individual) factors in the social entrepreneurship context.
- Analysed how the environmental elements impact the development of social entrepreneurship to better the efforts and advance towards creating a conducive ecosystem.
- Identified the factors for creating a conducive environment for developing and promoting social entrepreneurship.
- Analyzed the level of influence that the social entrepreneurship environment has on social enterprises and entrepreneurs.
- Conducted quantitative and qualitative data collection and analysis.
- Conducted a survey with social enterprises.
- Conducted in-depth semi-structured interviews with social entrepreneurs and organisations supporting social enterprises.
- Identified the social entrepreneurship ecosystem accelerators and constraints for future sector development in Belgium.
- Identified a roadmap that would help social entrepreneurs how to navigate the ecosystem.
- Conducted a national study in Belgium which could pave the way for future social entrepreneurship ecosystem development.
- Lectured "Entrepreneurship" course for year 2023/2024.

July 2015 - December 2023

**Country Coordinator | Swiss Refugee Council |
Skopje, North Macedonia**

- Conducted legal research on policies, provisions and implementation of laws and bylaws, focused on social and health issues.
- Researched the availability, accessibility, quality, and affordability of specific treatments and medications, as well as potential discriminatory practices in the social and health care system that may limit certain vulnerable groups' access to medical services.
- Conducted social-related research focused on the social protection system.

December 2018 - June 2023

**Executive Director | Social Entrepreneurship Observatory |
Skopje, North Macedonia**

- 5+ years of managing an organization.
- 5+ years of coordinating networks and consortiums.

SKILLS

- Fully computer literate (Windows and Macintosh software), MS Office (Word, Excel, PowerPoint, Outlook).
- Scientific software for qualitative analysis: TAMS Analyser, MaxQDA, and Nvivo.
- Scientific software for quantitative data collection and analysis: Qualtrics, LimeSurvey, SPSS and Smart PLS.
- Webpage development software - WordPress.
- Infographic development and data visualization: Canva, Infograph, PikToChart, Infogram, Venngage, Easel.ly.
- Video editing: Wondershare Filmora, FlexClip, Moovly, Renderforest.
- Virtual tools - Zoom, Teams, Google Meet, and others.
- Business modeling: Business Model Canvas, Value Proposition Canvas, Customer Profile, Value Map, Customer Gains, Customer Pains, and others.
- Financial projecting.
- Proficient in research methodologies, sampling, data collection, and analysis.
- Development of training courses, various modules, and curricula.
- Project management and coordination.
- Grant Writing.
- Knowledge valorization.

- Developed a Regional Network and Resource Center for Social Entrepreneurship - the Social Entrepreneurship Observatory (www.seobservatory.org), focused on the development of social entrepreneurship in South-East Europe.
- Contributed to the development of the social economy ecosystem.
- Built the capacity of existing and new social entrepreneurs and enterprises.
- Offered various services, including research, training, consulting, editing and publishing, networking and coordination and event organizing.

July 2020 - September 2021

Consultant/Mentor | Association for Social Innovation “ARNO” |
Skopje, North Macedonia

- Provided legal advice and consultation for organizational issues, contracts and legal support.
- Revised legal documents for the organization and their compliance with contemporary laws and bylaws.
- Provided mentorship and consultancy to potential sustainable and social businesses as part of the “RISE JOURNEY” program, implemented by the Association for Social Innovation “ARNO”, as part of the “RISE” regional program.
- Developed a Toolkit for social entrepreneurship and social entrepreneurs.

February 2021 - June 2021

Legal Expert | EPTISA Regional Office for Southeast Europe |
Skopje, North Macedonia

- Revised the Draft-Strategy for Support of Social Enterprises of the country.
- Revised the Draft-Action Plan for Support of Social Enterprises of the country.
- Conducted training for social entrepreneurship for policy and decision makers and Regional Centers for Support of Social Enterprises in the country.

May 2020 - May 2021

Consultant/Trainer | UNDP | Skopje, North Macedonia

- Provided of entrepreneurship training and business plan development.
- Assessed of business ideas.
- Drafted a report on the development of business ideas.

October 2019 - December 2019

Legal Expert | EPTISA Regional Office for Southeast Europe |
Skopje, North Macedonia

- Supported the development of a suitable legal and policy framework for the implementation of the Strategy.
- Supported the Senior Legal Expert with the creation of bylaws, standards, guides and other documents for regulating the establishment, management and delivery of effective services, in the public and private sector.

April 2019 - September 2019

Consultant/Researcher | Red Cross of North Macedonia, Austrian and Swiss Red Cross | Skopje, North Macedonia

- Explored the possibility of establishing a social enterprise by introducing the service “Emergency Button and Other Support Services for Elderly People in North Macedonia”.
- Developed a fully-fledged concept for performing a feasibility study.
- Developed a methodology for the feasibility study.
- Prepared a feasibility study according to the concept and methodology.
- Developed and implemented a capacity building module and workshop for “conducting a survey, as a research tool”.
- Presented feasibility study results.
- Developed and delivered a final report with recommendations to the contractor.

October 2014 - December 2018

Researcher/ Program Coordinator | Centre for Regional Policy Research and Cooperation ‘Studiorum’ | Skopje, North Macedonia

- Developed and managed projects.
- Fundraised.
- Developed and managed research assignments.
- Developed and implemented trainings, workshops and other public and expert events.
- Conducted analytical work (policy and legal documents),
- Provided legal expertise, communication and coordination.
- Provided input in the development of the country's Health 2020 Agenda.
- Conducted research on rare diseases, Roma discrimination and integration, health care, social protection focused on social services and integration into the labour market.
- Advocated through policy documents and briefs and communication with authorities on a national and local level.

September 2013 - September 2014

Consultant/ Technical Support | Ministry of Labour and Social Policy | Skopje, North Macedonia

- Developed policies on the protection of children's rights.
- Assisted in the monitoring and implementation of children's rights policies.
- Provided legal assistance in transposing the EU Acquis into domestic legislation.
- Developed policies and mechanisms for child care in the rural regions of North Macedonia.
- Provided technical support for existing child care structures in North Macedonia.
- Conducted analytical work (policy and legal documents).
- Provided legal support in social and child care, communication and coordination, and administrative support.

February 2013 - August 2013

Junior Associate | Law Firm Chichevaliev & Iljovski | Skopje, North Macedonia

- Assisted in handling company law cases.
- Handled company law cases.
- Drafted legal documents (lawsuits, appeals, various acts, contracts, etc.).
- Conducted contract negotiations.

- Provided administrative support.
- Revised laws and bylaws for the needs of state institutions.

EDUCATION AND TRAINING

ongoing

Certificate | Green Transition Facilitator
EntreComp4Transition

ongoing-April 2024

Certificate | Power and Influence for Positive Impact
Harvard Business School Online

November 2020

Ph.D. | Business Administration
University "American College Skopje", Skopje, North Macedonia

May 2020

Certificate | Public Policy Analysis
Council of Europe Schools of Political Studies, Jubilee Generation
School of Public Policy "Mother Teresa", Skopje, North Macedonia

May 2019

Diploma | Innovation Ecosystems and Entrepreneurship
Lund University, Lund, Sweden

May 2017

Certificate | Public Policy Analysis
Council of Europe Schools of Political Studies
School of Public Policy "Mother Teresa", Skopje, North Macedonia

October 2012

Master of Laws | Business Law
University "Ss. Cyril And Methodius", Skopje, North Macedonia

October 2010

Bachelor of Law | General Law
University "Ss. Cyril And Methodius", Skopje, North Macedonia

ACCOMPLISHMENTS

Awards:

- Social Entrepreneurship Specialist of the Year - Southern Europe Prestige Award 2022/2023 [2023]
 - ImpACT Postdoctoral Marie Skłodowska Curie Fellowship (fully funded) [2022]
 - Best Delegate Award – Conference 'The Model of World Bank' – Balkan Youth Council [2020]
 - PhD Scholarship (70%) – funded by Centre for Regional Policy Research and Cooperation 'Studiorum' [2016]
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LANGUAGES

Macedonian: First Language

English: C2

Proficient (C2)

Bulgarian: B2

Upper Intermediate (B2)

Bosnian: B2

Upper Intermediate (B2)

Serbian: C1

Advanced (C1)

Croatian: B2

Upper Intermediate (B2)

French: A1

Beginner

KEY QUALIFICATIONS

- **Sustainable and social entrepreneurship and innovation**
 - a) Theory and practice; b) Ideation; c) Innovation; d) Establishment; e) Business models; f) Strategizing; g) Financial planning and projecting; h) Funding sources; i) Sustainability.
- **Program and project development, implementation and assessment**
 - a) Plan and implement projects; b) Help define project scope, goals and deliverables; c) Define tasks and required resources; d) Collect and manage project team; e) Manage the project budget; f) Allocate project resources; g) Create a project schedule and timeline; h) Support and direct team; i) Reporting; j) Monitoring and Evaluation.
- **Human Rights**
- **Social Welfare**
 - a) Sustainable and social entrepreneurship and innovation; b) Entrepreneurial ecosystems development; c) Circular economy; d) Social protection policy and system reform; e) Marginalization forms in the labour market.
- **Business Law**
 - a) Mergers and Acquisitions; b) Stakeholders' rights; c) Contracts.
- **Business development**
 - a) Business concepts and planning; b) Determining feasibility; c) PESTLE and SWOT analysis; d) Development of business plans; e) Pitching; f) Conducting financial projections; g) Developing marketing strategy.
- **Policy development and analysis**
 - a) Modernization and Deinstitutionalization of the Social Services; b) Community-based social services; c) Creation of bylaws, standards, guides, briefs and other policy documents; d) Establishment, management and delivery of effective services.
- **Methodology development**
 - a) Qualitative and quantitative research and analysis.
- **Civil society and community development**
- **Circular economy**
 - a) Civil society participation; b) Youth; c) Circular economy;
- **Research**
- **Consulting**
- **Mentoring and training**
- **Advocacy**

SPECIFIC EXPERIENCE

- **10+ years as a researcher.**

- **8+ years as a sustainable and social business development lecturer and trainer.**
- **8+ years in managing international projects and clients.**
- **8+ years in policy development**
- **7+ years in executive positions.**
- **6+ years as a consultant in international projects.**
- **5+ years of managing an organization.**
- **5+ years of coordinating networks and consortiums.**

PROJECTS LED AND LEAD

- **TRANSYTE - Promoting Labour Market Transition of Youth Through Education and Policymaking.** [HORIZON Europe]. Submitted as Coordinator on February 04, 2024.
 - a) Developing Entrepreneurial Mindset Program.
 - b) Creating a European Youth Entrepreneurship Centre.
- **FACTLOI - Social Entrepreneurship: The Level of Influence of Macro-Level Factors on Organizational and Individual Factors [March 2022- March 2024] - Ongoing**
- **Introductory Virtual Conference for Social Entrepreneurship in the Western Balkans [2021-2022]**
- **Citizen's Perception of Social Entrepreneurship [2020]**
- **Let's Talk Social Entrepreneurship [2020-2021]**
- **INNOVENT – Building Bridges for Greater Impact [2019-2020]**
- **Public Opinion for the Public Health Services in North Macedonia [2018]**
- **Policies, Practices and Their Influence on the Quality of Life of People with Rare Diseases [2017]**
- **The Situation of Roma Women in Macedonia [2016]**
- **Civil Society Index 2015 – Civica Mobilitas [2015-2017]**
- **Civil Society Organizations Sustainability Index 2014 – USAID [2014]**

ORGANISATION OF EVENTS

Conferences

- **Western Balkans Conference for Social Entrepreneurship – “The Challenges of Developing a Social Entrepreneurship Ecosystem”, 04 May 2022.**

Webinars

- **SETalks - <http://setalks.org/> - Social Entrepreneurship Webinars with SEE and global experts.**

WORKSHOPS AND TRAININGS

- **Training for educators - “Social Entrepreneurship as a Career Path”**
- **Training for students as part of Global Entrepreneurship Week, North Macedonia – “Design Thinking for Solving Societal Challenges”, 14 November 2022.**
- **Introduction in the Hackathon for Solving Societal Challenges, 25-26 May 2022.**

- Citizen-centric Approach to Delivery of Public Service, November 2018.

COACHING

- Regional Incubator for Social Entrepreneurs Incubation Program, Organization for Social Innovation “ARNO”.
- Social Entrepreneurship Challenge 2022, VUB Chair of Social Entrepreneurship.

GUEST LECTURER

- London Metropolitan University
- University American College Skopje
- University of Rome “Tor Vergata”
- Vrije Universiteit Brussel.

GUEST SPEAKER

- Guest speaker [2022] - University Tor Vergata Rome.
- Global Entrepreneurship Week [2022] – Yunus Center for Social Entrepreneurship, Faculty of Economy, Skopje, North Macedonia.
- Global Entrepreneurship Week [2021] – Social Entrepreneurship Observatory, Skopje, North Macedonia.
- Global Entrepreneurship Week [2020] – Social Entrepreneurship Observatory, Skopje, North Macedonia.
- Global Entrepreneurship Week [2019] – American College Skopje.
- Erasmus Mundus Association [2019] – Webinar.

LIST OF PUBLICATIONS

✓ Publications

- Chichevaliev, S., Outsious, G. & Crispeels, T. (2024). Evaluating the Macroenvironment Influence on Social Enterprises Operations. [Working paper](#).
- Chichevaliev, S., & Outsious, G. (2024). Macro-Level Accelerators for Social Entrepreneurial Activity in Developed and Developing Countries. [Working paper](#).
- Outsious, G., & Chichichevaliev, S. (2024). Eco-Innovation Among Environmental Small and Medium Enterprises: A Complexity Theory Perspective. [Working paper](#).
- Outsious, G., & Chichichevaliev, S. (2024). University-Industry Collaboration in Belgium. [Working paper](#).
- Chichevaliev, S., & Ortakovski, T. (2020). Why Social Entrepreneurs are Needed Now More Than Ever. *Journal of European and Balkan Perspectives*, 3(1):132-143. ISSN: 2545-4854
- Chichevaliev, S. (2019). Conducive Factors for Development and Promotion of Social Entrepreneurship in North Macedonia. *Journal of European and Balkan Perspectives*, 2(1): 62-74. ISSN: 2545-4854.

Chichevaliev, S. (2017). The Role of the Civil Sector in Reducing Health Inequalities and Building Resilient Communities. *Journal for European Issues "Eurodialogue"*, Issue No.23, June 2017.

Chichevaliev, S. (2015). E-Health: Challenge or Need. *Journal for European Issues "Eurodialogue"*, Issue No.20, December 2015.

✓ PhD Thesis

Chichevaliev, S. (2020). Key Factors of Conducive Environment for Development of Social Entrepreneurship in the Republic of North Macedonia. PhD Thesis. *University American College Skopje*, Skopje, North Macedonia.

✓ Conference Proceedings

Chichevaliev, S., Outsious, G. & Crispeels, T. (2023). Macro-level Factors Influence on Social Enterprises' Operations: Social Enterprises Perspective. *Academy of Management Proceedings*, Volume 2023, Issue 1. ISSN (print): 0065-0668 | ISSN (online): 2151-6561.

Chichevaliev, S. (2022). Social Entrepreneurship and the Use of Sustainable Business Models in Developing Countries and the Need for Coherent Intersectoral Collaboration: The Case of North Macedonia. *7th International Conference on New Business Models: Sustainable Business Model Challenges: Economic Recovery and Digital Transformation, Conference Proceedings*, Lumsa University, Rome, p. 106-116. ISBN 979-12-210-1188-3.

Chichevaliev, S. (2021). Sustainability of Social Enterprises in the Post-pandemic World: Business Lessons Learned. *16th Annual International Conference on European Integration*, University American College Skopje. Skopje, North Macedonia.

Chichevaliev, S., & Ortakovski T. (2020). Social entrepreneurship – The much-needed accelerator of the modern "green" economy. *Proceedings of the 15th Annual International Conference on European Integration*, University American College Skopje, Skopje, p. 29-38.

Chichevaliev, S. (2019). Conducive Factors for Development and Promotion of Social Entrepreneurship in Sweden. *Proceedings of the 3rd International Scientific Conference on Business and Economics*, South East European University, Faculty of Business and Economics, Tetovo, p. 584-594.

✓ Book Chapters

Chichevaliev, S., Debarliev, S., & Janeska Iliev, A. (2023). How Social Entrepreneurship is Pursuing the Path of Development? Regional Perspectives in the Western Balkans. In: Ramadani, V., Kjosev, S. & Sergi, B. (Eds.), *Entrepreneurship Development in the Balkans: Perspective from Diverse Contexts*. ISBN 979-12-210-1188-3.

✓ Book Review

Ramadani, V., Kjosev, S. & Sergi, B. (Eds.), *Entrepreneurship Development in the Balkans: Perspective from Diverse Contexts*. ISBN 979-12-210-1188-3. [Working review](#).

✓ Other Publications

- Chichevaliev, S. (2020). Covid-19 Effects on the Work of Entrepreneurs and Innovators. Experiences and Practices. Sustainable Development Center, Skopje, North Macedonia.
- Chichevaliev, S. (2020). The Voices of Entrepreneurs and Innovators. Best Practices, Lessons Learned and Role Models. Sustainable Development Center, Skopje, North Macedonia.
- Chichevaliev, S. (2020). Citizens' Perception of Social Entrepreneurship. Introductory Research. Social Entrepreneurship Observatory, Skopje, North Macedonia.
- Chichevaliev, S. (2019). *Feasibility Study – Exploring the Emergency Button Service and the Need for Other Support Services for Elderly in North Macedonia*. City Red Cross of Skopje.
- Chichevaliev, S., Jakovleska G. (2018). Public Opinion on Health Services in North Macedonia. *ARGUMENTS - Collection of research on important social topics*.
- Chichevaliev, S., & Aleksovska, V. (2016). Policies, Practices and Their Impact on the Quality of Life of People with Rare Diseases - Comparative Analysis and the Situation in the Republic of North Macedonia, September 2016.
- Chichevaliev, S., & Jasharova, S. (2016). Roma Women Research: North Macedonia. Madrid: Kamira Foundation
- Chichevaliev, S., Milevska Kostova N., & Nuredinoska E. (2015). *USAID Civil Society Organizations Sustainability Index (CSOSI) 2014*.

✓ Conference Presentations (additional from Conference Proceedings)

- Chichevaliev, S. (2017). Social Entrepreneurship – A Second Chance for Social Policies. *Oral presentation at: 'Social Cohesion and Economic Governance'*, LSEE - Research on South Eastern Europe, National Bank of the Republic of North Macedonia and University American College Skopje, Holiday Inn, Skopje, North Macedonia, 6-7 April 2017.
- Chichevaliev, S., & Milevska Kostova N. (2014). E-Health Policies Implementation in North Macedonia. *Oral presentation at: 'E-health: Grand challenges and Legal Concerns'*, Erasmus University Rotterdam, the Netherlands, 11 December 2014.

✓ Blog

- Chichevaliev, S. [2023]. Why Are Social Investors Jumping on the Bandwagon?. OECD.

✓ Reviewer

- Academy of Management (AoM)
- European Academy of Management (EURAM)
- Social Entrepreneurship Summit
- Business and Society Review

- New Business Models
- Sustainability

REFERENCES

References available upon request.