



PERSONAL INFORMATION

Spaso Kuzman



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 www.oig.ba

Sex Male | Date of birth 31.07.1955 | Nationality Bosnian

WORK EXPERIENCE	
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1976 -1980	ZRAK Sarajevo OOUR FAEO Kiseljak- Accounting Clerk
1980 -1992	COOPERATIVA Kiseljak -Head of accounting department
As of 1995	ORMAN Ltd Kiseljak – Executive director of financial department as well as founder and owner of an agency for accounting, financial management and company valuation with five employees
2010- 2014	Faculty of management and business economy in Travnik: Senior instructor for management and organisation
As of 2014	Faculty of management and business economy in Travnik: Assistant professor for management and finance

EDUCATION AND TRAINING	
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1988 – 1990	University of Sarajevo, Faculty of Economics, Higher school for economics and commerce
2007 – 2008	Faculty of management and tourism in Travnik – bachelor studies
2008 – 2010	Faculty of management and business economy in Travnik – master studies
2011 - 2014	University Singidunum – Department for postgraduate studies – doctoral studies

PERSONAL SKILLS	
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Mother tongue(s)	Bosnian				
Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
German	B1/2	B1/2	B1/2	B1/2	B1/2
	Replace with name of language certificate. Enter level if known.				
English	B1/2	B1/2	B1/2	B1/2	B1/2
	Replace with name of language certificate. Enter level if known.				
	Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user Common European Framework of Reference for Languages				

Communication skills	Pronounced skill of transferring knowledge to younger, less-experienced employees gained while working as head of accounting and executive director of finance.
Organisational / managerial skills	Pronounced skills of leading a team of more than 30 members based in different locations

Job-related skills	Certified Internal Auditor ISO 9001:2002 ; ISO 14000 : 2008 ; ISO 18000 : 2008
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Computer skills	Microsoft Office Word, Excel, Powerpoint
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Driving licence	B
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ADDITIONAL INFORMATION

Publications	<p>Due diligence i procjena vrijednosti poduzeća, Marin Buble, Dženan Kulović, Spaso Kuzman, Kemigrafika, Sarajevo, 2010</p> <p>Kompetencije menadžera i uspješnost preduzeća, Dženan Kulović, Rifet Đogić, Spaso Kuzman, Darko Milunović, Kemigrafika, Sarajevo, 2012</p> <p>Osnovni finansijski nadžmena, Kristijan Ristić, Spaso Kuzman, Kemigrafika, Sarajevo, 2014.</p>
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Published working papers	<p>Spaso Kuzman, Rifet Đogić, Dženan Kulović: "Technology and tasks as a determinant of organizational architecture", University of Zagreb, Faculty of Mechanical Engineering and Naval Architecture Zagreb and University of Primorska, Faculty of Management Kopar, Management of Technology – Step to Sustainable Production, Sibenik June 10-12, 2009, Croatia</p> <p>Spaso Kuzman, Đogić Rifet, Kulović Dženan, Trends in organizational design, LEMiMA 2009, Sokobanja, 25-27. Septembar, 2009.</p> <p>Dženan Kulović, Filip Đoković, Spaso Kuzman, Rifet Đogić: "Veza između nagrađivanja članova nadzornih odbora i uprava kao interni mehanizam korporativnog upravljanja", III međunarodna preduzetnička konferencija, Kriza i inovacije kroz prizmu preduzetništva, Ekonomski fakultet, Podgorica, 19-20. septembar 2013.</p> <p>Zećir Hadžiahmetović, Dženan Kulović Spaso Kuzman: Uloga savremeni ekonomskih koncepta i modela u održivom razvoju i razvoju savremenog turizma "Neumu, 24. i 25. septembra 2010.</p> <p>Vukašin Kuć, Darko Petković, Dženan Kulović i Spaso Kuzman: Utvrdjivanje i uvođenje izvrsnosti primjenom business excellence (BEX) modela - komparativno istraživanje hotelskih preduzeća BiH i Srbije. Jahorina, 28. do 31. marta 2012.</p> <p>Dženan Kulović, Filip Đoković, Spaso Kuzman, Rifet Đogić, Veza između nagrađivanja članova nadzornih odbora i uprava kao interni mehanizam korporativnog upravljanja Podgorica, 19-20. septembar 2013.</p> <p>Spaso Kuzman, Istraživanje dominantnih stilova liderstva primjenom likertovog modela u hotelskim preduzećima Beograd, 25-26 aprila 2014. SINTEZA SINGIDUNUM</p> <p>Spaso Kuzman, Kristijan Ristić, Uspješnost poslovanja banke kroz prizmu kompetentnosti menadžera; Fojnica, 25-26 aprila 2014</p> <p>Spaso Kuzman, Dženan Kulović, Rifet Đogić, Odnos između sintetičke ocjene uspješnosti preduzeća unutar dijagnostifikovanog razvojnog stanja – komparacija dva modela: poslovne izvrsnosti i diskriminantne funkcije, Tuzla, 26.09.2014.</p>
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Memberships	<ul style="list-style-type: none"> Member of the steering committee of the association of accountants and auditors of the Federation of Bosnia and Herzegovina Member of the audit committee of Štamparija Fojnica Member of a committee supervising the continuing professional education of accountants and auditors in the Federation of Bosnia and Herzegovina
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