

PERSONAL INFORMATION

Spaso Kuzman



 Kiseljak, 71250, Bosna i Hercegovina

 spasokuzman@hotmail.com; spaso.kuzman@fmpe.edu.ba

Sex Male | Nationality Bosnian

WORK EXPERIENCE

1995 - current	Head of Accounting, ORMAN d.o.o. Kiseljak
1995 - current	Founder and Business Owner, Agency O i G Kiseljak – Financial Management & Business Valuation (supplementary activity)
1980 - 1992	Head of Accounting, COOPERATIVA Kiseljak
1976 – 1980	Accounting Clerk, ZRAK Sarajevo OOUR FAEO Kiseljak

ACADEMIC EXPERIENCE

2019 - current	Faculty of Management and Business Economics, Travnik Associate Professor, Academic Field: Accounting and Finance
2014 - 2019	Faculty of Management and Business Economics, Travnik Assistant Professor, Academic Field: Accounting and Finance
2010 - 2014	Faculty of Management and Business Economics, Travnik Senior Teaching Assistant in the field of Accounting and Finance

EDUCATION AND TRAINING

2011 - 2014	Singidunum University, Department of Postgraduate Studies Doctoral Studies Program
-------------	---

PERSONAL SKILLS

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
English	B1/2	B1/2	B1/2	B1/2	B1/2

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user
Common European Framework of Reference for Languages

Communication skills ▪ Strong skill in knowledge transfer to younger colleagues, developed through experience as Head of Accounting and Financial Director.

Organisational / managerial skills ▪ Demonstrated leadership skills in managing a team of over 30 people across multiple remote locations.

Job-related skills ▪ Internal Auditor ISO 9001:2002; ISO 14000: 2008; ISO 18000: 2008.

Digital competence ▪ good command of office suite (word processor, spread sheet, presentation software)

Other skills -

Driving licence B

ADDITIONAL INFORMATION

Due diligence i procjena vrijednosti poduzeća (Due Diligence and Business Valuation)
Marin Buble, Dženan Kulović, Spaso Kuzman
Kemigrafika, Sarajevo, 2010.

Kompetencije menadžera i uspješnost preduzeća (Managerial Competencies and Business Performance)

Dženan Kulović, Rifet Đogić, Spaso Kuzman, Darko Milunović
Kemigrafika, Sarajevo, 2012.

Osnovi finansijskog menadžmenta (Fundamentals of Financial Management)

Kristijan Ristić, Spaso Kuzman
Kemigrafika, Sarajevo, 2014.

Finansijski menadžment (Financial Management)

Spaso Kuzman
Faculty of Management and Public Administration (FMPE), Travnik, 2019.

Analiza poslovanja (Business Analysis)

Spaso Kuzman, Ana Barbić
FMPE Travnik, 2024.

Finacijski due diligence i finansijska analiza u procesu restrukturiranja preduzeća (Financial Due Diligence and Financial Analysis in the Process of Business Restructuring)

Spaso Kuzman, Gorica Barbić
FMPE Travnik, 2024.

Other publications

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*, Šibenik, June 10-12, 2009, Croatia.

(Original title: *"Technology and tasks as a determinant of organizational architecture"*)

Spaso Kuzman, Rifet Đogić, Dženan Kulović:

Trends in organizational design

LEMIMA 2009, Sokobanja, September 25-27, 2009.

(Original title: *"Trends in organizational design"*)

Dženan Kulović, Filip Đoković, Spaso Kuzman, Rifet Đogić:

"The link between rewarding supervisory board and management members as an internal corporate governance mechanism"

III. International Entrepreneurship Conference, Crisis and Innovation through the Lens of Entrepreneurship, Faculty of Economics, Podgorica, September 19-20, 2013.

(Original title: *"Veza između nagrađivanja članova nadzornih odbora i uprava kao interni mehanizam korporativnog upravljanja"*)

Zećir Hadžiahmetović, Dženan Kulović, Spaso Kuzman:

The role of modern economic concepts and models in sustainable development and contemporary tourism development

Neum, September 24-25, 2010.

(Original title: *"Uloga savremenih ekonomskih koncepata i modela u održivom razvoju i razvoju savremenog turizma"*)

Vukašin Kuč, Darko Petković, Dženan Kulović, Spaso Kuzman:

Determining the level of business excellence using the Business Excellence (BEX) model – a comparative study of hotel businesses in Bosnia and Serbia

Jahorina, March 28-31, 2012.

(Original title: *"Utvrđivanje nivoa poslovne izvrsnosti primjenom business excellence (BEX) modela - komparativno istraživanje hotelskih preduzeća BIH i Srbije"*)

Dženan Kulović, Filip Đoković, Spaso Kuzman, Rifet Đogić:

The link between rewarding supervisory board members and management as an internal corporate governance mechanism

Podgorica, September 19-20, 2013.

(Original title: *"Veza između nagrađivanja članova nadzornih odbora i uprava kao interni mehanizam korporativnog upravljanja"*)

Spaso Kuzman:

Research of dominant leadership styles using Likert's model in hotel enterprises

Belgrade, April 25-26, 2014, SINTEZA SINGIDUNUM.

(Original title: *"Istraživanje dominantnih stilova liderstva primjenom Likertovog modela u hotelskim preduzećima"*)

Memberships

Member of the Assembly of the Association of Accountants and Auditors of the Federation of Bosnia and Herzegovina and President of the Assembly in 2022

Member of the Audit Committee of Štamparija Fojnica

Member of the Monitoring Team for Continuing Professional Education of Accountants and Auditors at the Association of Accountants and Auditors of the Federation of BiH

Projects

Valuation of a Construction Company in Livno

Business Valuation for Medikal d.o.o., Mostar, 2016

Marshall Plan for Bosnia and Herzegovina – Co-authored with Prof. Željko Šain, Prof. Aziz Šunje, Prof. Spaso Kuzman, Muhamed Pilav, and Hrusto Tupeković, 2022

Project: "Impact of Managerial Competencies on Business Performance During the COVID-19 Pandemic", 2022

Funded by the Federal Ministry of Education and Science and the University of Zenica

Member of the Expert Commission for Higher Education, Central Bosnia Canton (SBK/KSB), 2024