



1. (SHORT BIOGRAPHY)

- With an overview of published scientific and research papers, address, contact phone and email address.
- Other information about the candidate

Name and Surname	Prof.dr. Venan Hadžiselimović
Date and Place of Birth	25.11.1975., Dobož
Residential Address	Tešanj
Phone	061 162 668
E mail	venan.hadziselimovic@hifaoil.ba

EDUCATION

Educational Institution	Year of Completion	Title / Qualification
University of Zenica, Faculty of Economics (Zenica)	July 2023	Academic title: Associate Professor (PhD) in the scientific field of Management and Organization
University of Zenica, Faculty of Economics (Zenica)	July 2018	Academic title: Assistant Professor (Docent) in the scientific field of Management and Organization
University "Džemal Bijedić" Mostar, Faculty of Economics	September 2014	PhD in Economics
University of Zenica, Faculty of Economics (Zenica)	2009	Master of Economics
University of Sarajevo, Faculty of Economics (Sarajevo)	1999	Graduate Economist
Secondary School of Mathematics, Physics and Computer Science Tešanj	1994	Programer

Primary School "Huso Hodžić", Tešanj	1990	Primary Education
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FOREIGN LANGUAGES [from 1 to 5 (1 = basic, 5 = excellent)]

Foreign Language	Reading	Speaking	Writing
English language	5	5	5
German language	2	2	2

ADDITIONAL SKILLS/ABILITIES (e.g. computer programs, driving license)

Name	Description
Software:	MS Office user (Word, PowerPoint, Excel, Access); SAP; BAAN
Internet:	Intensive user of e-mail and web
Driving License:	Category B driving license
Work Skills / Professional Skills:	Sistematičnost i organiziranost u radu, timski rad, posvećenost poslu, kreativnost, istraživački rad → Systematic and well-organized approach to work, teamwork, dedication to work, creativity, and research-oriented work

CURRENT POSITION:

Institution Name	HIFA OIL d.o.o.	
Position:	General Director	
Address:	Bukva 10	
Phone:	061 162 668	Fax: 032 650 667
Email:	venanh@hifaoil.ba	

PREVIOUS EMPLOYMENT

Institution Name	Duration	Position
UNICO FILTER d.d. Tešanj	XII.1999- II.2002	Senior Marketing Associate and Sales Manager for Foreign Markets
VF KOMERC Sarajevo	II.2002-VI.2003	Marketing Manager
HIFA d.o.o. Tešanj	VI.2003–X.2010.	General Director
NEDJING d.o.o. Tešanj	X.2010. - IV. 2012.	Director's Advisor
MINISTARSTVO ENERGETIKE, INDUSTRIJE I RUDARSTVA FEDERACIJE BIH	IV.2012.– XI.2012.	Advisor to the Minister of Energy, Industry and Mining of the Federation of Bosnia and Herzegovina Advisor to the Minister of Energy, Industry and Mining of the Federation of Bosnia and Herzegovina
HIFA OIL d.o.o. Tešanj	XI.2012.-I.2023.	Executive Director (CEO)
HIFA OIL d.o.o. Tešanj	I.2023-	General Director

SPECIFIC PROFESSIONAL EXPERIENCE AND ACHIEVEMENTS (FACULTIES / UNIVERSITIES, ASSOCIATIONS, CHAMBERS OF COMMERCE)

1. **E.G.C. VENDEE (Ecole de Gestion et de Commerce)** – Guest lecturer at a Business School in France on the topic “*Economic Opportunities for Exchange*”, November 2002.
2. **Institut Supérieur de la Finance et de la Commercialisation** – Guest lecturer for several groups on the topic “*Economic, Social and Political Situation in Bosnia and Herzegovina*”, November 2002.
3. **ICES (Institut Catholique d'Études Supérieures)** – Confirmation by Mr. François Bouletreau, Director of the Department of Political Science, that I was a guest lecturer for students of English Language and Political Science, November 2002.
4. **International Burch University Sarajevo** – Guest lecturer on the topic “*Real Business and Economic Environment in B&H and Possible Measures for Improvement*”, 19 November 2014, Sarajevo.
5. **Seminar: “Professional Development of Members of Supervisory Boards and Company Management with State Capital Participation”**
Organizer: Chamber of Commerce of the Federation of Bosnia and Herzegovina
Lecturer on the topic: “*Marketing Management of Companies*”, 2015–2018
(*Best-rated lecturer*)
6. Lecturer: Faculty of Economics, University of Zenica – *Business Strategy*, December 2017 / January 2018.
7. Lecturer: Faculty of Economics, University of Zenica, October 2018.
8. Lecturer: Faculty of Economics, University of Zenica – *Project Management*, 2020/2021.
9. Lecturer: Faculty of Public Administration, University of Sarajevo – “*Crisis Management in the Public Sector*”, second cycle study program (Master), Summer semester 2022/2023.
10. Lecturer: Faculty of Public Administration, University of Sarajevo – “*Strategic Management in the Public Sector*”, second cycle, 2022/2023.
11. Lecturer: Faculty of Economics, University of Zenica, 2021–2024 – Undergraduate and postgraduate studies; Courses: *Project Management* and *Compensation Management*.
12. Cooperation with EBRD advisors (translator/negotiator).
13. Lecturer: Faculty of Economics, University of Tuzla, 2024/2025 – Study program: Economics, second cycle (Master); Major: Management; Course: *Entrepreneurial Management*.
14. Lecturer: Faculty of Economics, University of Tuzla, 2024/2025 – Study program: Economics, third cycle (Doctoral); Major: Management and Governance; Course: *Entrepreneurial Leadership and Management*.
15. Lecturer: Faculty of Economics, University of Tuzla, 2025/2026 – Study program: Economics, second cycle (Master); Major: Management; Course: *Entrepreneurial Management*.
16. Foreign Trade Chamber of Bosnia and Herzegovina – School of Business Negotiation: “*Preparation of the Negotiation Process and Time Management*”
Lecturers: Prof. Dr. Elvir Čizmić and Prof. Dr. Venan Hadžiselimović
27–28 February 2025, Sarajevo.
17. **Youth Academy – Discover Your Potential** – Guest lecturer, 29 May 2025, Brčko District
Organization: CLPU / ICC / EAB / N&N

OTHER PROFESSIONAL FUNCTIONS / ACHIEVEMENTS

- President of the Management Board of the Privatization Agency of Zenica-Doboj Canton (March 2006 – September 2007)
- President of the Management Board of the Health Center with Polyclinic “Izudin Mulabećirović Izo” – Tešanj
- President of the “Business Leaders Club of Bosnia and Herzegovina” within the Association for Quality of Bosnia and Herzegovina
- President of the Management Board of CMS and “Tefarm” Pharmacy, Tešanj
- Member of the Management Board of the Basketball Club “TRICA – UNICO FILTER” Tešanj
- Member of the Management Board of the Association for Quality of Bosnia and Herzegovina
- Member of the Supervisory Board of the Association for Quality of Bosnia and Herzegovina
- Member of the Organizing Committee of the Quality Conferences – Tešanj 2007 and Jahorina 2008
- Member of the Organizing Committee of the 4th–14th Tešanj Economy Fair “Business 2008” – “Business 2018”
- Marketing Manager of the Tešanj Economy Fair “Business 2011”
- Member of the Management Board of the Business Association Jelah – Tešanj “Business Center”
- President of the Management Board of the Business Association Jelah – Tešanj “Business Center”
- Member of the Business Advisory Board of the Faculty of Economics, University of Sarajevo
- Member of the Supervisory Board of “ENERGOPETROL” d.d. Sarajevo
- Member of the Working Team for the Development of the Sector Strategy – Economy of the Municipality of Tešanj
- Member of the Economic and Social Council of the Federation of Bosnia and Herzegovina (since 2022)

ADDITIONAL PROFESSIONAL EDUCATION

1. **BAAN** – 2002, UNICO FILTER d.d. Tešanj
2. **Agency for Quality System Implementation, Supervision and Education**
Topic: *Employee Motivation*
Lecturer: Bojan Dovečar – Lead Auditor, TÜV Bayern Sava Ljubljana
2004, Tešanj
3. **Seminar: “Marketing”**
Lecturers: Boris Tihi, Nikola Grabovac and Emir Kurtović
2005, Tešanj
4. **Strategic Marketing and Planning**
Dr. Emir Kurtović
2005, Tešanj
5. **Seminar on VAT**
Revicon Sarajevo
2005
6. **Certificate of Participation** in a seminar held by Philip Kotler at the Faculty of Economics, University of Sarajevo
Topic: *“How to Manage Product and Service Brands in Contemporary Business Practice”*
Sarajevo, 12 October 2006
7. **Seminar: “Adizes on the Challenges of Company Development”**
Lecturer: Ishak Adizes
08 October 2009, Sarajevo

RTICIPATION IN PROFESSIONAL CONFERENCES, SEMINARS AND EVENTS

1. **“Quality Conference”**
Topic: *ISO 9001:2000, Quality Management System – Example of a Successful Customer Complaint Resolution*, Neum, November 2006.
Organizer: Association for Quality of Bosnia and Herzegovina
2. **“Quality Conference”**, Tešanj, November 2007.
Organizer: Association for Quality of Bosnia and Herzegovina
3. **“Quality Conference”**, Jahorina, 2008.
Organizer: Association for Quality of Bosnia and Herzegovina
4. **“Conference on the Economic and Political Situation in Bosnia and Herzegovina”**, Nantes Region, France, November 2002, guest lecturer
5. **“Business Development Conference 2009 Zenica / Business Development Conference 2009 Zenica”**, Entrepreneurship & Innovation / Entrepreneurship and Innovation, Enterprise Decision Management / Decision Management in Enterprises, Zenica, 13–14 November 2009 – Published in EBSCO database
6. **International Conference – “Hazardous and Non-Hazardous Waste Management in the Region”**; Environmental protection strategy of the Municipality of Tešanj through the PET packaging waste management program; Bosnia and Herzegovina, Zenica, 11–13 February 2010 (co-authors: Šefket Turalić, Suad Huskić, Adnan Lihčić, Ermelina Čostović and Venan Hadžiselimović)
7. **“International Conference ICES 2010 – Economic Development Perspectives of SEE Region in Global Recession Context”**, Conference topic indication: Challenges in Marketing Management, Title of paper: *“Managerial Decision Making with Contribution of Marketing Information – Oil and Oil Derivatives Industry in Bosnia and Herzegovina”* (Authors: Elvir Čizmić, Venan Hadžiselimović, Kenan Crnkić), Sarajevo, 14–15 October 2010
8. **International Conference “Metrology, Accreditation, Standardization – European Path of Bosnia and Herzegovina”**, Sarajevo, 03 July 2012
9. Elvir Čizmić, Venan Hadžiselimović, Kenan Crnkić, *Synchronization of the Oil and Oil Derivatives Market of Bosnia and Herzegovina with European Union Directives*, PROCEEDINGS – International Scientific Conference *Legal and Economic Aspects of Bosnia and Herzegovina Integration Processes into the European Union*, 7–8 November 2013, Mostar, pp. 76–98, ISBN 978-9958-604-78-2; COBISS.BH-ID 20735750; Elvir Čizmić, Venan Hadžiselimović, Kenan Crnkić, *Bosnia and Herzegovina Oil and Oil Derivatives Market Alignment to European Union Directives*, CONFERENCE PROCEEDINGS, Third International Scientific Conference *Legal and Economic Aspects of Bosnia and Herzegovina Integration Processes to European Union*, 7–8 November 2013, pp. 76–98, ISBN 978-9958-604-78-2; COBISS.BH-ID 20735750
10. **4th South-East European (SEE) Meeting & Scientific Conference of Management Departments: MANAGEMENT, LEADERSHIP, ORGANISATION AND ENTREPRENEURSHIP IN THE 21st CENTURY: HOW TO DEVELOP MANAGERIAL AND ENTREPRENEURIAL SKILLS AND COMPETENCES IN THE SEE REGION**, 26–27 September 2014, Tuzla; Prof. Dr. Elvir Čizmić, PhD Venan Hadžiselimović, Assoc. Prof. Kenan Crnkić: *“Improvement of Management Processes in Oil Companies through the Application of Contemporary Managerial Concepts”* (Oil companies governing process upgrading through contemporary managerial concepts application)
11. **VIII International Scientific-Professional Conference Business Development 2018: Economic Challenges of Transition Countries**, BDC 2018, Topic: *Analysis of Quantitative and Qualitative Indicators of Service Sales* (Assoc. Prof. Dr. Mesud Ajanović, University of East Sarajevo, Faculty of Transport Doboj; Assoc. Prof. Dr. Venan Hadžiselimović, Executive Director Hifa Oil d.o.o. Tešanj; Assoc. Prof. Dr. Slobodan Vujić, General

Director VB Leasing d.o.o. Sarajevo; Mr. Sajira Ajanović, Marketing Manager, AS Holding Sarajevo).

Organizer: Faculty of Economics in Zenica in cooperation with the Faculty of Economics Sarajevo, Faculty of Economics Tuzla, Faculty of Economics Banja Luka, Faculty of Economics Kragujevac, Faculty of Economics Podgorica; Zenica, 14–15 November 2018

12. **IX International Scientific-Professional Conference Business Development 2021:** State and Perspectives of Digital Transformation of Business in Western Balkan Countries, BDC 2021, Topic: *THE ROLE OF THE BALANCED SCORECARD MODEL IN RECOGNIZING SYMPTOMS OF ENTERPRISE CRISIS: Balanced Scorecard as an Early Warning System* (Dženan Kulović, Sead Omerčević, Venan Hadžiselimović). Organizer: Faculty of Economics, University of Zenica, 11–12 November 2021
13. **IX International Scientific-Professional Conference Business Development 2021:** State and Perspectives of Digital Transformation of Business in Western Balkan Countries, BDC 2021, Topic: *SOFTWARE INTEGRATIONS IN RETAIL* (Venan Hadžiselimović, Tarik Piljević). Organizer: Faculty of Economics, University of Zenica, 11–12 November 2021
14. **9th International Conference “NEW TECHNOLOGIES, DEVELOPMENT AND APPLICATION” NT-2023**, June 22–24, 2023, Sarajevo, Bosnia and Herzegovina: *JOB ANALYSIS IMPACT IN SATISFACTION AND PERFORMANCE OF EMPLOYEE WITHIN DIGITALIZATION CONTEXT CHALLENGES*; Elvir Čizmić, Đevad Šašić, Venan Hadžiselimović, Adil Trgo (DOI: https://doi.org/10.1007/978-3-031-34721-4_47, published by Springer and indexed in SCOPUS database)
15. **International Workshop: “Top Leader Skills”** – ICC Tuzla, 24 April 2024, Lecturer/Panelist
16. **International Professional Conference titled:** Application and Development of Renewable Energy Systems within the Energy Transition of Western Balkan Countries, organized with partners by the Faculty of Mechanical Engineering, University of Zenica, 29 May 2024. Lecture on the topic: *“Energy Transition from an Oil to an Energy Company”*
17. **X International Scientific-Professional Conference with International Participation, BDC 2024:** Digital Transformation of Small and Medium Enterprises in Western Balkan Countries, organized by the Faculty of Economics UNZE in cooperation with the Faculty of Economics University of Sarajevo, Faculty of Economics University of Tuzla, Faculty of Economics University of Kragujevac, Faculty of Engineering Sciences University of Kragujevac and the Chamber of Commerce of ZDK. Joint paper: Prof. Dr. Venan Hadžiselimović; BSc Tarik Piljević; Title: *Digitalization of Inventory Optimization Processes*, November 2024, Zenica
18. **University of Zenica**, Panel/panelist at the Round Table on the topic: *“Perspectives of Higher Education in ZDK through the Development of the University of Zenica”*, 24 September 2024, Zenica
19. **8th International Scientific-Professional Conference with International Participation “Maintenance 2024”**, Zenica (Bosnia and Herzegovina), Organizer: Faculty of Mechanical Engineering, University of Zenica with partner faculties (Faculty of Maritime Studies Kotor – Montenegro, Engineering Faculty Harran University Şanlıurfa – Turkey, Faculty of Technical Sciences University of Novi Sad – Serbia, Faculty of Mechanical Engineering University of Slavonski Brod – Croatia), 13–14 November 2024. Joint paper by Assoc. Prof. Dr. Venan Hadžiselimović and MSc Edin Alić on the topic: *“Risk Management in IT Sector Organizations”*, November 2024, Zenica
20. **29th International Conference titled:** *“ECONOMIC, LEGAL AND MEDIA CHALLENGES TOWARDS SUSTAINABLE BUSINESS MODELS WITH SPECIAL FOCUS ON CIRCULAR ECONOMY IN BOSNIA AND HERZEGOVINA AND WESTERN BALKAN COUNTRIES”*, 13–14 December 2024. Joint paper by Assoc. Prof. Dr. Venan Hadžiselimović, Prof. Dr. Azra Ahmić, Prof. Dr. Muhamed Ćosić and MSc Edin Alić on the topic: *“The Importance of ISO 27001 Standard for Information Security”*, December 2024, Travnik

21. **International Scientific Conference:** “*Bosnia and Herzegovina and European Integration*”, Tuzla, Bosnia and Herzegovina, 20–21 September 2025, Organizer: Faculty of Law, University of Tuzla; Joint paper: Assoc. Prof. Dr. Venan Hadžiselimović, Prof. Dr. Muhamed Čosić, MSc Edin Alić on the topic: “*The Importance of ISO 27001 Standard in Personal Data Protection in the Digital Age – Law, Responsibility and Security*”, September 2025, Tuzla
22. **International Scientific Event:** “*Application of Artificial Intelligence in Resolving Legal Disputes: Comparative Legal Aspects*”, 26 September 2025. Organizer: Faculty of Law, University of Banja Luka; Joint paper: Assoc. Prof. Dr. Alaudin Brkić, Assoc. Prof. Dr. Venan Hadžiselimović, MSc Amir Omerbašić on the topic: “*Artificial Intelligence and Rule of Law: Labor Law in the Age of Artificial Intelligence and Digital Transformation – Challenges and Opportunities*”, September 2025, Banja Luka
23. **International Scientific Event:** “*Application of Artificial Intelligence in Resolving Legal Disputes: Comparative Legal Aspects*”, 26 September 2025. Organizer: Faculty of Law, University of Banja Luka; Joint paper: Assoc. Prof. Dr. Venan Hadžiselimović, Assist. Prof. Smajo Šabić, Assist. Prof. Jozo Bejić on the topic: “*Activation of the Publicity Function of Movable Securities Registration in Legal Transactions in Bosnia and Herzegovina*”, September 2025, Banja Luka
24. **International Scientific-Professional Conference:** “*Contemporary Materials and Technologies in Business of Companies in the Western Balkans*”, 02–03 October 2025. Organizer: Institute “Kemal Kapetanović” Zenica; Joint paper: Assoc. Prof. Dr. Venan Hadžiselimović, Assist. Prof. Smajo Šabić, MSc Amir Omerbašić on the topic: “*Labor Law in the Age of Digital Transformation – Challenges and Opportunities*”, October 2025, Zenica
25. **IX International Scientific Conference – ICEI 2025 “Economics of Integration”:** “*Regenerative Digital Economy: Path of Southeast Europe towards Sustainable Competitiveness*”. Organizer: Faculty of Economics, University of Tuzla with partner institutions; Joint paper: “*Digital Economy and Cybersecurity: Balance between Innovation and Resilience in Post-NIS2 Environment*”, Assoc. Prof. Dr. Venan Hadžiselimović, Prof. Dr. Muhamed Čosić, MSc Edin Alić, 04–05 December 2025, Tuzla

PUBLISHED TEXTBOOKS:

1. Prof. Dr. Asib Alihodžić, Prof. Dr. Mesud Ajanović, PhD Venan Hadžiselimović: “*Methodology of Business Reengineering*”, First edition, May 2018. Publisher: Faculty of Transport Dobož, University of East Sarajevo
2. PhD Venan Hadžiselimović: “*Management – Contemporary Managerial Concepts as Support for Improving Management Processes in Oil Companies*”, First edition, 2018. Publisher: Planjax Group
3. Assoc. Prof. Dr. Mesud Ajanović, Assist. Prof. Dr. Venan Hadžiselimović, Sajira Đurić: “*Service Management and Marketing – Example: Model of a Modern Auto Service*”, First edition, 2023. Publisher: CKO Tešanj
4. Assoc. Prof. Dr. Venan Hadžiselimović: “*SKLOP – Fundamentals of Advanced Management (Strategy, Communication, Leadership, Organization, Negotiation)*”, First edition, September 2024. Publisher: CKO Tešanj

PAPERS AND PROFESSIONAL ARTICLES

1. *Economic Press, Business Newspapers*, Topic: “*ISO Standard – Mistakes in Business Practice from a Manager’s Perspective*”, November 2009
2. *Economic Press, Business Newspapers*, Topic: “*Top Managers – Characteristics of Those Who Lead Ahead of Others*”, December 2009 / January 2010
3. *Economic Press, Business Newspapers*, Topic: “*The Role of the Management Board in Corporate Crises*”, February 2010 (co-authored article: Dr. Elvir Čizmić and Mr. Venan Hadžiselimović)
4. *Economic Press, Business Newspapers*, Topic: “*PET Packaging Waste Management Program – Eco Strategy of the Municipality of Tešanj*”, April 2010 (co-authored article: Šefket Turalić, Suad Huskić, Adnan Lihić, Ermelina Čostović and Venan Hadžiselimović)
5. *Economic Press, Business Newspapers*, Topic: “*Negotiation as a Business Process*”, May 2010
6. *Economic Press, Business Newspapers*, Topic: “*Crisis Communication*”, June 2010
7. *Economic Press, Business Newspapers*, Topic: “*Stress – The Inevitability of Every Manager*”, September 2010
8. *Economic Press, Business Newspapers*, Topic: “*Strategy for Entering Foreign Markets*”, October 2010
9. *Economic Press, Business Newspapers*, Topic: “*Competence of Auditors and QMS Consultants*” (co-authored article: Mr. Venan Hadžiselimović and BSc Eng. Sead Jahić), November 2010
10. *Economic Press, Business Newspapers*, Topic: “*Promotion of Products or Services through Internet Marketing*”, February 2011
11. *Economic Press, Business Newspapers*, Topic: “*What is SWOT Analysis?*”, March 2011
12. *Economic Press, Business Newspapers*, Topic: “*Packaging*”, April 2011
13. *Economic Press, Business Newspapers*, Topic: “*Are Entrepreneurs Born or Made?*”, October 2011 (co-authored article: Dr. Elvir Čizmić and Mr. Venan Hadžiselimović)
14. *Economic Press, Business Newspapers*, Topic: “*Clusters – Joint Market Approach and Increasing Company Competitiveness*”, December 2011 / January 2012 (co-authored article: Dr. Elvir Čizmić and Mr. Venan Hadžiselimović)
15. *Economic Press, Business Newspapers*, Topic: “*Financial Ratios Can Be a Miracle!*”, February 2012
16. *Economic Press, Business Newspapers*, Topic: “*The Seed of Positive Growth – All Business Successes Stem from Seven Key Ideas*”, March 2012
17. *Economic Press, Business Newspapers*, Topic: “*Service Success Begins and Ends with Culture*” (co-authored article: MSc Venan Hadžiselimović and Adnan Bajraktarević, BSc Econ.), April 2012
18. *Economic Press, Business Newspapers*, Topic: “*Countries Remove Barriers When They Become Wealthy*” (co-authored article: MSc Venan Hadžiselimović and Adnan Bajraktarević, BSc Econ.), June 2012
19. “*NEXT STEPS IN PUBLIC ADMINISTRATION REFORM IN BOSNIA AND HERZEGOVINA*”, Adis Arapović, Venan Hadžiselimović
<http://journal.fu.unsa.ba/index.php/uprava/article/view/182>
 (The journal *Administration* is indexed in: EBSCO Publishing, CEEOL, Research Bible, MIAR, Google Scholar, ERIH Plus, Directory of Research Journals Indexing, International Scientific Indexing, ROAD, CiteFactor, OAJI)
20. **BH ECONOMIC FORUM**, Faculty of Economics, University of Zenica:
 “*THE ROLE OF TOP MANAGEMENT IN QUALITY MANAGEMENT ACCORDING TO BFC SEE STANDARD*”

COMMISSIONS / PROJECTS / MENTORSHIPS:

1. Member of the scientific-research project of the Faculty of Economics, University of Zenica titled: *Competitive Business-based Export and Training Center (COBETS) – Competitive Business Training and Export Center*, EU ProLocal Academy; Lectures: *Marketing Management in Foreign Markets*, 17 October 2018.
2. University “Džemal Bijedić” in Mostar, Commission for the preparation of the Feasibility Study for the implementation of a third-cycle (doctoral) study program at the Faculty of Economics, member of the commission, Decision No.: 101-1250/21 dated 29 April 2021.
3. Member of the scientific-research team for the implementation of the project “*State and Perspectives of the Development of the Leasing Industry in Bosnia and Herzegovina*”, University of Zenica, Faculty of Economics; 15 November 2021 (No.: 06-100-020-1343/21).
4. Mentorship of a master’s thesis titled: “*The Importance of Anticipatory Crisis Management in Manufacturing Companies in Bosnia and Herzegovina*”, candidate Amra Dreca, January 2023, Faculty of Public Administration, University of Sarajevo.
5. Mentorship of a master’s thesis titled: “*The Role of Negotiation in Strategic Management of Companies*”, candidate Mustafa Omerhodžić, May 2024, Faculty of Public Administration, University of Sarajevo.
6. Co-mentorship of a doctoral dissertation titled: “*Quality Management in Public Enterprises as a Function of Improving Occupational Safety and Protection*”, candidate MSc Sinan Letuka, 2024, Faculty of Public Administration, University of Sarajevo.
7. Member of the commission for a doctoral dissertation titled: “*Improvement of Professional Development of Managers of Primary and Secondary Education Institutions in the Federation of Bosnia and Herzegovina*”, candidate MSc Lejla Tuzlak, 2024, Faculty of Public Administration, University of Sarajevo.
8. Member of the commission (substitute) for a doctoral dissertation titled: “*Internal Control System as a Function of Improving the Effectiveness of Local Self-Government Units in Bosnia and Herzegovina*”, candidate Lejla Šuman, MA, 2025/2026, Faculty of Public Administration, University of Sarajevo.

REFERENCES (available upon request)

- Gerard Elineau – Director of EGC Vendee – France
- Patrice Brousseau – Director, Lycée Jeanne d’Arc – France
- Francois Bouletraau – Director of the Department of Political Sciences (ICES) – France
- Giulio Guidotti – International Advisor for EBRD – Italy
- Volker Kleinn – International Advisor (former CEO of PSINET) – Switzerland
- Jodi Crown-Dalloubeix – International Relations Officer – France
- Izudin Ahmetlić – Owner and Director of HIFA OIL d.o.o. Tešanj
- Prof. Dr. Mesud Ajanović – Professor at the Faculty of Transport, University of East Sarajevo
- Chamber of Commerce of the Federation of Bosnia and Herzegovina
- Privredna štampa d.o.o. Sarajevo – Sanja Bogdanović and Alena Ahmetpahić-Fočo
- Public Institution Secondary Vocational School Tešanj – Muharem Saračević (Director)
-

Signature:

Prof.dr. Venan Hadžiselimović