



Europass Curriculum Vitae



Personal information	
First name(s) / Surname(s)	MARINAŞ CRISTIAN-VIRGIL
Address(es)	209-213, Libertatii Street, Bl. A1, Ap. 13, Alexandria, County of Teleorman, Romania
Telephone(s)	0213191900/ int.276
Fax(es)	-
E-mail	cristian.marinas@man.ase.ro ; cristian.marinas@yahoo.com
Nationality	romanian
Date of birth	24 th august 1977
Gender	Male
Work experience	
Dates	February 2013 – present
Occupation or position held	Senior Lecturer PhD.
Main activities and responsibilities	<ul style="list-style-type: none">- <i>teaching activities;</i>- <i>scientific research;</i>- <i>project management;</i>- <i>publishing activities</i>
Name and address of employer	Academy of Economic Studies of Bucharest, Bucharest, Romana Square, no. 6
Type of business or sector	education
Dates	June 2007 – present
Occupation or position held	Lecturer Phd
Main activities and responsibilities	<ul style="list-style-type: none">- <i>teaching activities;</i>- <i>scientific research;</i>- <i>project management;</i>- <i>publishing activities</i>
Name and address of employer	Academy of Economic Studies of Bucharest, Bucharest, Romana Square, no. 6
Type of business or sector	education
Dates	October 2003-june 2007
Occupation or position held	Teaching assistant
Main activities and responsibilities	<ul style="list-style-type: none">- <i>teaching activities;</i>- <i>scientific research;</i>- <i>project management;</i>- <i>publishing activities</i>
Name and address of employer	Academy of Economic Studies of Bucharest, Bucharest, Romana Square, no. 6
Type of business or sector	education
Dates	October 2001-october 2003

Occupation or position held	Junior teaching assistant
Main activities and responsibilities	<ul style="list-style-type: none"> - <i>teaching activities;</i> - <i>scientific research;</i> - <i>project management;</i> - <i>publishing activities</i>
Name and address of employer	Academy of Economic Studies of Bucharest, Bucharest, Romana Square, no. 6
Type of business or sector	education
Dates	January 2002 - present
Education and training	
Basic education	
Dates	November 2002 – January 2007
Title of qualification awarded	Doctor in economy
Principal subjects/occupational skills covered	Comparative Human Resource Management
Name and type of organisation providing education and training	Academy of Economic Studies of Bucharest, Faculty of Management
Level in national or international classification	doctoral studies
Dates	October 2001 – October 2002
Title of qualification awarded	Master degree
Principal subjects/occupational skills covered	Business Administration
Name and type of organisation providing education and training	Academy of Economic Studies of Bucharest, Faculty of Commerce
Level in national or international classification	master
Dates	October 1997-September 2001
Title of qualification awarded	Economist, graduate diploma
Principal subjects/occupational skills covered	Commercial Business Administration
Name and type of organisation providing education and training	Academy of Economic Studies of Bucharest, Faculty of Commerce
Level in national or international classification	bachelor
Specializations	
Dates	September 2007 – October 2007
Title of qualification awarded	specialization stage
Principal subjects/occupational skills covered	Comparisons in European Human Resource Management
Name and type of organisation providing education and training	Commercial University “Luigi Bocconi”, Milano, Italy

Level in national or international classification	specialization							
Dates	April – June 2005							
Title of qualification awarded	doctoral stage							
Principal subjects/occupational skills covered	Human Resource Management in France							
Name and type of organisation providing education and training	Rouen School of Management, Rouen University, Rouen, France, under Jean Monnet Program							
Level in national or international classification	specialization							
Dates	May-June 2004							
Title of qualification awarded	doctoral stage							
Principal subjects/occupational skills covered	Human Resource Management in the Small and Medium Enterprises, under Leonardo Da Vinci Program							
Name and type of organisation providing education and training	University of Science and Technology, Institute of Enterprises Administration, Lille, France							
Level in national or international classification	specialization							
Dates	April-May 2002							
Title of qualification awarded	professional training stage							
Principal subjects/occupational skills covered	Testing, Evaluating and Measuring the Human Potential							
Name and type of organisation providing education and training	Struktura Instruments Company, Budapest, under CNFIS 38 World Bank Program							
Level in national or international classification	specialization							
Personal skills and competences								
Mother tongue(s)	Romanian							
Other language(s)								
Self-assessment		Understanding		Speaking		Writing		
<i>European level (*)</i>		Listening	Reading	Spoken interaction	Spoken production			
English		Excellent	Excellent	Good	Good	Good		Good
French		Good	Good	Basic	Basic	Basic		Basic
Social skills and competences	team working skills, good communication skills, leadership, perseverance, initiative and creativity							

Organisational skills and competences	<ol style="list-style-type: none"> 1. Project Manager - Project SOP HRD / 161 / 2.1 / G / 137915 "Practice in Human Resources for Students - PREUS" during May 2014-October 2015; 2. Long-term expert - project SOP HRD / 123 / 4.1 / S / 131989, "DANTES - We develop entrepreneurs - an effective alternative employment system, during January 2014 - December 2015; 3. Project Manager - Project SOP HRD 92 / 3.1. / S / 56513, <i>Human Resource Development and Capacity within Enterprises through Entrepreneurship</i>. - CANTREP, during December 2010 - May 2012; 4. Trainer HRM - SOP HRD project 92 / 3.1. / S / 60154, <i>Entrepreneurial Culture, Supporting the Initiation of Business and Entrepreneurial Skills among Businesses and People who want to Launch their Own Businesses</i>, the during December 2010 - November 2012; 5. Trainer HRM - SOP HRD project 97 / 6.3. / S / 64237, <i>Equal Opportunities for Successful Careers</i>, during October 2010 - May 2013; 6. Training Coordinator - Project SOP SOP HRD /87/1.3/S/61602, <i>Successful career in secondary education by implementing innovative training programs</i>, during September 2010-August 2013; 7. HR expert - Project SOP SOP HRD / 85 / 1.1 / S / 62699, <i>E-plus school manager!</i> during August 2010-September 2013; 8. Long-term expert - Project SOP SOP HRD / 90 / 2.1 / S / 60152, <i>Practice for a successful career</i>, during August 2010 to July 2012; 9. Log-term expert - Project SOP SOP HRD / 19 / 1.3 / G / 40381 <i>Investment in human resources through active and continuous education success factor in career development in secondary education</i>, during April 2010-March 2012; 10. Coordinating assistance and monitoring project - Project SOP SOP HRD / 92 / 3.1 / S / 61095 <i>Skills development and business assistance to entrepreneurs in need</i> - during June 2010 - November 2012; 11. Project Assistant - Project SOP SOP HRD / 86 / 1.2 / S / 61086 <i>Development, Innovation and Expanding Access to Learning in MBA Programs</i> - during July 2010 - June 2013; 12. specialist researcher, project PNII 1722 IDEAS / IDEAS II / 01.01.2009 "Collective bargaining flexibility and reconfiguration methods solving collective labor conflicts" - the ongoing January 2009 - December 2011; 13. Researcher specialist, project PNII 92099 / PART / 01.10.2008 "Research on methods of economic consolidation of SMEs in the field of electrical engineering through the development and implementation of innovation management organizational culture", during October 2008 - September 2011; 14. Researcher – under the project "Strategies to increase the motivation level of the employees from the urban mass transit", financed by the National Centre for Management Programs; 15. Researcher – under the project "<i>Diagnostic of the managerial viability of the Foundation for Education & Development MediaPro</i>", during September-November 2008; 16. Researcher – under the project "<i>The compensation system of Narcom International Ltd.</i>", during March-September 2008; 17. Researcher – under the project "<i>Methods and techniques to increase the performance of the sales force of the Olympic International Ltd.</i>", during June 2007-May 2008; 18. Researcher – under the project "<i>Partnership for the development of an intelligent, interactive and transparent managerial model to increase the efficiency of the Romanian public administration</i>", during 2006-2009 19. HR responsible under the project "<i>Strategies for performance</i>", financed under the PHARE 2004 Program Economic and Social Cohesion, The Human Resource Development. Promoting Human Capital, promoted by promoted by the Romanian-French Institute Romfra Alexandria, during February– December 2007; 20. Researcher – under the project "<i>Developing the entrepreneurial culture for performance, in the knowledge society</i>", financed under the CEEX Program, during September 2006 – September 2008; 21. Researcher – under the project "<i>e-CARRU</i>", financed under the CEEX Program, during September 2006 – September 2008; 22. HR coordinator under the project "<i>E-jobs</i>", financed under the Phare 2002 Program, Economic and Social Cohesion. The Human Resources Development in the Context of Industrial Reform, promoted by the Romanian-French Institute Romfra Alexandria, during February 2003-February 2004; 23. HR coordinator under the project "<i>Effectiveness Practices & Tips in the field of Management & Marketing. A Handbook for the Small and Medium Enterprises</i>", financed under the Phare 2002 Program, Economic and Social Cohesion. The Human Resources Development in the Context of Industrial Reform, promoted by the Romanian-French Institute Romfra Alexandria, during February 2003 - February 2004; 24. Trainer & member of the coordinating team under the project "<i>Tree Active Measures for a Higher Occupational Level in the County of Teleorman</i>", financed by Phare Program, The Need for a Higher Qualification of Work Force in the Context of the Industrial Reform and promoted by the National Council for Private Small & Medium Enterprises in Romania, during May 2002 - May 2003
Technical skills and competences	Replace this text by a description of these competences and indicate where they were acquired. (Remove if not relevant, see instructions)
Computer skills and competences	Office XP, Office Professional 2003 (Word, Excel, PowerPoint, Html)
Artistic skills and competences	sports, literature and music
Other skills and competences	Replace this text by a description of these competences and indicate where they were acquired. (Remove if not relevant, see instructions)
Driving licence	Category B

Books:

1. **Ergonomics, second edition**, published by Economica Reader, Bucharest, 2013 – coauthor;
2. **Human Resource Management**, published by ProUniversitaria Reader, Bucharest, 2013 – coauthor;
3. **Human Resources Development**, published by ASE Reader, Bucharest, 2012 – coauthor;
4. **Dictionary of Management. Human resources Management**, published by ProUniversitaria Reader, Bucharest, 2012
5. **Dictionary of Management**, published by ProUniversitaria Reader, Bucharest, 2012
6. **Comparative Human Resource Management**, published by Economica Reader, Bucharest, 2010 – 1st author
7. **Ergonomics**, published by Economica Reader, Bucharest, 2013 – coauthor;
8. **Human Resource Management. Theory and Practice, 2nd revised edition**, published by Economica Reader, Bucharest, 2008 – coauthor;
9. **Human Resource Management. Theory and Practice**, published by Economica Reader, Bucharest 2008 – coauthor;
10. **Human Resource Management**[™], published by Economica Reader, Bucharest 2007 – coauthor;
11. **Basics of the Human Resource Management**[™], published by Economica Reader, Bucharest 2007 – coauthor;
12. **Applications in Human Resource Management**[™], published by Economica Reader, Bucharest, 2004 – coauthor

Articles:

- Entrepreneurial Initiatives versus Entrepreneurial Skills in South-Eastern Romania**, The 7th International Management Conference "New Management for the New Economy", The Bucharest University of Economic Studies in Bucharest, November 2013, Bucharest;
- Characteristics of the Human Resources Management in the educational units from the South – Muntenia and South-West Oltenia regions**, *The 6th International Conference Approaches in Organizational Management*, The Bucharest University of Economic Studies, Bucharest, November, 2012;
- Strategies for Human Resources Development in the Romanian Companies in time of crisis**, Proceedings of the 7th International Conference on Management of Technological Changes, Alexandroupolis, Greece, September 2011;
- Particularities of the Career Management in the Romania Organizations**, the 5th International Multi-Conference on Society, Cybernetics and Informatics, July 19-22, 2011, Orlando, Florida, USA, Proceedings, vol. II, editor International Institute of Informatics and Systemics;
- Comparative Aspects of Labor Relations in France and Romania**, *Review of International Comparative Management*, vol. 12, nr. 2/May 2011;
- Comparative Analysis of Labor Relations in Different European Countries: Great Britain and Germany**, *Review of International Comparative Management*, vol. 11, nr. 5/December 2010;
- Human Resources Strategy and Policies in the Romanian Universities**, Proceedings of The 6th International Seminar on the Quality Management in Higher Education, 8th-9th, July 2010, Tulcea, Romania, book1;
- Conducting University Human Appraisal – Approaches, Implications and Future Impact on Quality Assurance in Higher Education**, Proceedings of The 6th International Seminar on the Quality Management in Higher Education, 8th-9th, July 2010, Tulcea, Romania, book 2;
- Linking Job Design and Training in the Romanian Organizations** - *Review of International Comparative Management*, vol. 10, nr.4/Octombrie 2009 - author;
- Approaches to Human Resource Management in the Romanian Companies** – The 13th World Multi-Conference on Systemics, Cybernetics and Informatics, July 10-13, 2009, Orlando, Florida, USA, *Proceedings, Volume II*, editor International Institute of Informatics and Systemics - coauthor;
- Cultural Diversity and Human Resource Management in Europe** - *Review of International Comparative Management*, vol. 10, nr.1/martie 2009 - coauthor;
- Performance evaluation and rewarding employees in the multicultural context** - Journal "Quality – access to success", no. 3/March 2009 - author;
- Characteristics of the social dialogue in USA, Japan and Europe** – *Review of International Comparative Management*, vol. 9, no.5/December 2008 - coauthor;
- Evolution of the interests in the field of ergonomics in Romania and all over the world**, National Conference *Ergonomics in the practice of work medicine*, November 19-22, 2008 – coauthor;
- Human Resource Practices in the Romanian Companies** – *Review of Management and Economical Engineering, The Journal of the Romanian Managers and Economical Engineers Association*, vol. 7, no. 6/2008, *International Conference on Business Excellence 2008*, Braşov, October 17-18, 2008 - author;
- Approaches about Work/Life Balance and Organizational Strategies to Develop a Flexible Workplace** – *Review of Management and Economical Engineering, The Journal of the Romanian Managers and Economical Engineers Association*, vol. 7, no. 6/2008, *International Conference on Business Excellence 2008*, Braşov, October 17-18, 2008 - coauthor;
- Recruitment and selection in the multicultural context** - Journal "Quality – access to success", no. 12/December 2008 - author;
- Human Resources Development in the Multicultural Context** – Journal "Quality – access to success", no. 11/November 2008 - author;
- Globalization and Human Resource Management** – Journal "Quality – access to success", no. 10/October 2008 - author;
- Assessment of the employees' performance – premise for the increase of the quality of the distribution services** "Journal of Management & Marketing" vol. 3, no. 3(11)/2008;
- Human Development Issues in Romania** – International Conference *European Integration – New Challenges for the Romanian Economy*, organized by the University of Oradea, Faculty of Economics, May 30 -31, 2008, published in the *Analele Universitatii din Oradea* – coauthor;
- The Impact of Culture on the Reward Management** – volume of the conference *The SMEs management in the knowledge economy*, Bucharest, 2008 - author;
- Particularities of the recruitment and selection process in Europe** – Journal "Quality – access to success", no. 4/April 2008 - author;
- Model of the Strategic Human Resource Management** – Journal "Quality – access to success", no. 3/March 2008 - coauthor;
- International Dimensions of Human Resource Management** – *Supplement of Journal of Theoretical and Applied Economics*, vol. II of the conference *Romania in the European Union. The Quality of Integration. Growth, Competence, Employment*, November 23, 2007 – coauthor;
- Management of the European Career** – volume of conference *Management, managers, organizations*, Academy of Economic Studies of Bucharest, Faculty of Management, November, 21, 2007 - coauthor;
- Strategies for Gaining the Best Results from the Employees** - volume of conference *Management, managers, organizations*, Academy of Economic Studies of Bucharest, Faculty of Management, November, 21, 2007 - coauthor;
- Recruitment & Selection in Europe** - volume of conference *Management, managers, organizations*, Academy of Economic Studies of Bucharest, Faculty of Management, November, 21, 2007 - coauthor;
- Social Dialogue in Europe** - volume of the conference *European Romania. Multiculturalism, competitiveness and compatibilities in the management field*, November 9-10, 2007 - author;
- Strategic Human Resource Management** - *Review of Management and Economical Engineering, The Journal of the Romanian Managers and Economical Engineers Association*, Braşov, 2007 – coauthor;
- Using feedback 360° to Evaluate the Performance of Employees from the Public Sector** – international conference *Good Practices in the public sector*, Academy of Economic Studies of Bucharest, Faculty of Public Management and Administration, May 29-30, 2007 – coauthor;
- Human resources strategies – resourcing strategy** – international conference *European Integration – New Challenges for the Romanian Economy*, organized by the University of Oradea, Faculty of Economics, May 29 -30, 2008, published in the *Analele Universitatii din Oradea* – coauthor;
- Human Resource Management in the Multinational Companies** - International Conference of the Faculty of Management *New approaches in the management of the organizations*, Bucharest, 23-24th November, 2006 - author;
- European Human Resource Management Model** - International Conference of the Faculty of Management *New approaches in the management of the organizations*, Bucharest, 23-24th November, 2006 - author;
- International dimensions of Human Resource Management** - *The Journal of Military Management & Education*, no. 1/2006, Bucharest, 2006 – author;
- European and French Experiences in Managing Human Resources**, publisher Bulgarian European Community Studies Association, Bulgaria, 2005 – author;
- Work in the European Union** - Conference of the Ovidius University, *Issues of the global economy*, Constanta, , 14th October 2005 - author;
- The cross/national transfer of HRM in MNC's** - Conference of the Ovidius University, *Issues of the global economy*, Constanta, , 14th October 2005 - author;
- Benchmarking in Human Resources**, *The Public Administration & Management Journal*, no. 3/2004, Bucharest – author;

	<p>Measuring the social dialog, <i>The Public Administration & Management Journal</i>, no. 2/2004, Bucharest – author; The European Human Resource Management - International Conference of the Faculty of Management <i>Management& challenging</i>, Bucharest, 16-17th December, 2004 - author.</p>
--	--