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# **Brief Presentation of KIWER Consulting**

## I. BRIEF PRESENTATION OF THE COMPANY

KIWER Consulting is a specialized partner in provision of consultancy services to regulatory agencies, public utilities and private sector relative to water, environment, waste, transportation and energy sector. Our services tackle broad range of issues shaping action on the sector level to include policy planning and strategy development, service regulation and antitrust policies, capacity building and performance improvement as well as planning, design and supervision of capital infrastructure.

KIWER was established in 2010 in Prishtina by the team which has previously worked in the overseeing and regulation of public enterprises and environmental sector. The motive has been to provide professional guidance from the perspective of the private sector and to establish a strategic partnership with stakeholders and the donor community.

Since then the company has been persistently developed and transformed by expanding the portfolio of implemented works and improving quality of implementation. KIWER currently employs personnel of permanent staff and a network of external collaborators who are engaged on demand and according to the requirements of specific projects.

KIWER is consisted of experts with strong academic background from diverse scientific fields which is utilized to serve our clients with sound solution of complex issues and problems. Our experience is not limited only on consultancy but extends on service regulation, utility management and construction management where our members and associates used to hold key positions and enacted underlying processes.

KIWER is based in Prishtina, registered by Kosovo Law and operates in Kosovo mainly implementing GIZ, SDC, EBRD, USAID and KFW projects. KIWER has a regional and international experience having implemented projects in Albania, North Macedonia, Romania, Russian Federation, Tajikistan, Kazakhstan and Uzbekistan.



Ramiz Kokollari

Director

KIWER Consulting LLC

A handwritten signature in blue ink that reads "Ramiz Kokollari". The signature is written in a cursive, flowing style.

## II. AREAS OF EXPERTISE

### • WATER, WASTEWATER AND SOLID WASTE INFRASTRUCTURE DEVELOPMENT

KIWER team has done main design, procurement and supervision of Prishtina Water Treatment Plant with capacity 700 l/s. KIWER team has been engaged in the development of capital infrastructure for water supply and wastewater collection and treatment service. Among noted engagements is construction of Prishtina Water Treatment plant; the detailed designs for waste management facilities comprised under Task 3 of the Waste Master Plan which included: Material Recovery Facility and Composting Plant for Prizren region; Material Recovery Facility for Peja region; Material Recovery Facility and Civic Amenity Site and upgrade of the existing Transfer Station for Ferizaj region; and Sanitary Landfill and Access Road in Zvecan. KIWER team was engaged in development of road infrastructure in Kosovo. Key areas of expertise include:

- Conceptual design,
- Feasibility studies,
- Main Design,
- Environmental Impact Assessment,
- Strategic Environmental Assessment,
- Supervision of Construction activities, and
- FIDIC contracting.

### • ECONOMIC REGULATION OF UTILITY SERVICES

KIWER has long experience in economic governance and regulation of water and waste utility sector. KIWER experts' team has been engaged in restructuring of Kosovo water and waste utility sector by transforming 36 municipal companies in 7 + 7 consolidated and incorporated water and waste service providers established on commercial principles with clean cut assets and regulated tariffs. KIWER experts' team has been engaged in the establishment of Kosovo Regulator for Water and Waste and helped water and waste utilities to undergo licensin process, attain minimum services standards and apply regulated cot recovery tariffs. KIWER has assisted water companies Kyzylorda Sy Zhuesi Kazakhstan, Khjuand Vodokanal Tajikistan and Akbulak Aktobe Kazakhstan in the tariff process for water and wastewater services. KIWER has assisted 26 municipalities in Kosovo to implement the tariff process for the service of collection, transportation and disposal of municipal waste. KIWER has also calculated the tariffs and the full cost accounting of servicing the landfills Savina Stena, Peja and Mitrovica. KIWER company has developed the tariff software with which the municipalities are able to calculate the service tariffs. Key areas of expertise include:

- Tariffs and costing of water, waste, heating, gas and electricity,
- Market and sector restructuring,
- market monitoring, market rules and network access conditions,
- Setting minimum service standards,
- Performance Monitoring and Benchmarking, and
- Regulatory Compliance.

### • CORPORATE DEVELOPMENT OF PUBLIC SERVICE PROVIDERS

KIWER has first-hand experience on the transformation and corporate development of water, waste, and power utility sector. The KIWER team in the period 2002-2007 has been engaged in the transformation of Kosovo municipal enterprises by creating seven incorporated water and wastewater enterprises, seven incorporated waste collection and transportation enterprises and a landfill management company. KIWER has assisted in the process of establishing boards, drafting statutes,

reporting system, etc. KIWER has assisted the water companies in Prizren in accompanying measures to make the development of the organization to manage the wastewater treatment plant. KIWER has implemented EBRD and SECO corporate development projects at Kyzylorda Sy Zhuesi Kazakhstan, Khjuand Vodokanal Tajikistan and Akbulak Aktobe Kazakhstan. Areas of expertise include:

- Organizational development,
- Management Information System,
- Cash management, Budget and accounting,
- Operational management,
- Environmental management,
- Stakeholder participation programs,
- Public and customer relationship,
- Equal Opportunities and Gender issues.

#### • **MUNICIPAL WASTE MANAGEMENT**

The KIWER team has assisted more than 16 municipalities in Kosovo in drafting municipal waste management plans which have described the state of waste management, along with setting objectives, operational reorganization plan, financial plan, investment plan and plans of action and monitoring. KIWER has assisted Kosovo municipalities for two consecutive cycles to draft annual reports for the Environmental Protection Agency which has included the drafting of the reporting framework, the definition of performance indicators. The KIWER team assisted in the process of validating the service performance data used for the performance grant from GIZ, KFW, EU and other donors. KIWER has helped find modalities of inter-municipal cooperation for improved waste management. KIWER has also conducted a study on the Deposit Refund System for beverage containers in Kosovo as an instrument for reducing the dumping of recyclable waste in mixed waste containers and municipal landfills. Area of expertise include:

- Municipal waste management plans,
- Waste operational plans,
- Developing waste recycling concepts,
- Business plans for waste service providers,
- Assistance to municipalities in annual reporting,
- EPR studies and implementation plans.

#### • **HAZARDOUS WASTE MANAGEMENT**

In 2019 KIWER team was assigned the task by Kosovo Environmental Protection Agency of Kosovo to develop a cadaster of hazardous waste and chemicals. The platform is developed as an online web application through which licensed person can submit annual reports whereas KEPA can review consolidated information, plan monitoring and inspection actions and similar. KIWER has developed for KEPA also a reporting framework for all licensed person that include also a hazardous waste reporting. KIWER has developed a waste management information system in an EU project in 2014 whereas in 2020 GIZ has assigned KIWER to develop a reporting framework for all licensed persons including persons dealing with hazardous waste. Area of expertise include:

- Hazardous healthcare waste,
- Industrial waste,
- WEEE, used oil, asbestos, POPs, VPVBs,
- Facilities for treatment and disposal of hazardous waste,
- Basel convention for the transboundary movement of hazardous waste, solid waste, and municipal incinerator ash,
- Contaminated lands and hotspots, and
- Rehabilitation measures.

- ***Landfill and Special Waste Facilities Management***

The KIWER team conducted the study on Savina Stena's business model and operations manual. KIWER has also calculated the full cost and service fees for the Savina Stena, Peja and Mitrovica landfills, including environmental costs, contingents, and post-closure maintenance. KIWER team has carried out the detailed designs for waste management facilities comprised under Task 3 of the Waste Master Plan which included: Material Recovery Facility and Composting Plant for Prizren region; Material Recovery Facility for Peja region; Material Recovery Facility and Civic Amenity Site and upgrade of the existing Transfer Station for Ferizaj region; and Sanitary Landfill and Access Road in Zvecan. Hereunder are presented in detail key areas of expertise related to the management of sanitary landfills:

- Full cost accounting and life cycle analysis,
- Operational management,
- Tariffs setting,
- Economic and environmental regulation,
- Environmental compliance,
- Feasibility studies, and
- EIA and SEA.

- ***Environmental protection***

KIWER offers a wide range of environmental services. Environmental services are crucial for successful development of a project while at the same time protecting our human and natural environment.

KIWER applies an interdisciplinary team approach to the design of a project while stressing the avoidance and minimization of adverse impacts to the environment. This method involves continuous correspondence and cooperation with regulatory and resource agencies. The interdisciplinary approach to project development has allowed KIWER to establish and maintain excellent working relationships with resource and permitting agencies in completing projects. Hereunder are presented in detail key areas of expertise related to environmental protection:

- protection of soil, water forests,
- protection of air and climate changes,
- protection of ecosystem, biodiversity, landscape and nature protection,
- waste and chemicals management,
- development and implementing of environmental strategy, plans and programs;
- Strategic Environmental assessment,
- Environmental Impact Assessment,
- Integrated Prevention Pollution and Control,
- monitoring of usage of natural resources, and
- energy efficiency.

### **III. PROJECT REFERENCES**

#### **Reference No. 1 - Sewage Disposal in Southwest Kosovo II (BMZ 2012 70 115)**

##### **“Consulting Service for Institutional Support and Operation Support for the WWTP of the Regional Water Company in Prizren” (Accompanying Measures) - Value of contract: 210,000 €**

KIWER is part of Consortium run by Dorsch assigned to support RWC Hidroregjioni Jugor Prizren to strengthen its institutional and technical capacities to handle operational management of the new WWTP that is expected to start operation in summer of 2019. The project is divided in two phases, i.e. first phase dealing with the institutional strengthening and the second phase related to professional training. The areas that will be tackled by the project intervention include: reorganization and restructuring, HR development of, GIS for sewage network and other relevant infrastructure, Training and special tasks such as Development of a Tariff Strategy, Preparation of a Sludge Management Concept, Development of an Industrial Management Concept, and Support of the WWTP operations.

#### **Reference No. 2 - Khujand Wastewater Rehabilitation Project (Phase III) – Corporate Development - Value of contract: 45,000 €**

Phase III of CDP will focus on the rehabilitation of the wastewater management system in the City Khujand (Tajikistan) with an aim to reach compliance with relevant EU directives. In parallel to the physical development investment, the technical assistance project aims to further improve the financial and operational performance of KWC and strengthen the Public Service Agreement with the City.

The Consultant shall assist the Company to further improve its commercial standing, service and environmental performance by supporting the ongoing identification and implementation of the necessary corporate, financial and operational improvements required to meet the related covenants included in the EBRD finance documents for Phase III. Specifically, the project will support the client to: improve revenue and collection efficiency, reduce NRW and water losses, optimize energy consumption, improve environmental performance, and improve public and customer relations.

#### **Reference No. 3 - Municipal Water Supply and Sewage Disposal in Prishtina, Phase III - Value of contract: 350,000 €**

KIWER is part of Consortium run by Dorsch assigned to carry out activities of design, procurement, supervision and commissioning of water intake, transport facilities and WTP. The Project concerns the construction of new water production infrastructure providing additional 700 l/s water for the city of Prishtina. The intake for the water treatment plant (WTP) will be at the Iber Channel, which transports the raw water from the Gazivoda dam to the vicinity of Prishtina. The Project is composed of two components: Component 1: Construction of water transport facilities and Component 2: Construction of the water treatment plant Shkabaj

#### **Reference No. 4 - SCO Swiss Cooperation Office in Kosovo - Rural Water and Sanitation Support Programme – Phase IV “Improvement of the financial sustainability of the Regional Water Companies” 2011-2013 - Value of contract: 133,000 €**

SCO funded- Rural Water and Sanitation Support Programme – Phase IV through the project Improvement of the financial and operation sustainability of the Regional Water Companies has supported 7 Kosovo water companies in improving billing and cash collection efficiency, reduction of NRW, enhancing capital planning project and strengthening customer care program. The project has conducted actions such as update of the customer database, establishment of district metered areas, conducting night time flow analysis, organizing of leak detection campaigns and similar actions.

**Reference No. 5 - SCO Swiss Cooperation Office in Kosovo - Rural Water and Sanitation Support Programme – Phase IV “Enhance capacities for sustainable operation and maintenance of rural water and sanitation systems” 2011-2013 - Value of contract: 133,000 €**

SCO funded Rural Water and Sanitation Support Programme – Phase IV through the project named Enhancement capacities for sustainable operation and maintenance of rural water and sanitation systems has supported 7 water companies of Kosovo to integrate rural water and sanitation system under their operational management. The project apart from facilitating the process has helped water companies to improve energy efficiency, develop guidelines for O&M, and strengthen protection of water sources.

**Reference No. 6 – Establishment of Cadaster for Hazardous Waste and Chemicals in Kosovo - Value of contract: 94,500 €**

Kosovo Environmental Protection Agency has assigned KIWER to develop a web application for hazardous waste and chemicals of Kosovo. The database follows guidelines by Regulations REACH, Regulation CLP, the Waste Law, the Law on Chemicals and similar relevant framework. The database contains the EU waste list as well as the chemicals in the harmonized list of Annex VI of the CLP regulation. All licensed persons obliged to submit annual reports for hazardous waste and chemicals can use this platform which provides them with user and password.

**Reference No. 7 - Municipal Solid Waste Management Plan Drafting GIZ-SMS - Value of contract: 108,100 €**

The project has assisted municipalities of Ferizaj, Mitrovica, Klina, Istog, Shtime Mitrovioca North, Zvecan, Zubin Potok, Leposavic, Malesheva, Kamenica, Novoberda, Deçan, Dragash and Malisheva in drafting their respective municipal waste management plans as required by the waste law. The local waste management plans contain among others: analyzes of the socio-economic and other relevant contexts of the municipalities, the current situation in waste management, weaknesses and strengths of the system, definition of objectives, reorganization of the system, introduction of circular economy, drafting of investment plan, financial plan and action and monitoring. The plan also provides action guidelines for waste management that are the responsibility of the municipality such as municipal waste, demolition construction, commercial, and bulky waste. The plan also addresses action for other waste streams such as medical waste, animal waste, WEEE, etc.

**Reference No. 8 - GIZ –SMS - Solid Waste Service costing, tariff policy, client profiling, and fee collection mechanism, 2016 – 2018 - Value of contract: 93,600 €**

GIZ/SMS is supporting Kosovo municipalities in completing the tariff setting process as required by the Waste Law. The project has supported municipalities of Prishtina, Peja, Drenas, Mitrovica, Gjakova, Mitrovica North, Zvecan, Zubin Potok, Leposavic, Lipjan, Fushe Kosova, Podujeva, Graçanica, Obiliq, Ferizaj, Shtime, Decan, Istog, Klina, Skenderaj, Vushtrri, Partesh, Junik, Kamenica, Viti and Mamusha in enacting cost recovery tariffs calculated on the basis of regulatory methodology with embodied objectives of sustainable waste management, circular economy. The project had the objective to develop the capacity of the municipal staff and other stakeholders to run for the future periods independently tariffs and effectively monitor their implementation.

**Reference No. 9 - Support to Waste Management in Kosovo - EuropeAid/133800/C/SER/XK – Design of the waste management infrastructure - Value of contract: 52,000 €**

Designs and Tender Documents for four (4) Waste Management Priority projects, to be financed by EU IPA program:

- Prizren region: Material Recovery Facility and Composting Plant (served population: 330.000 / CAPEX: ~5,3 mil. EUR)
- Peja region: Material Recovery Facility (served population: 175.000 / CAPEX: ~3,5 mil. EUR)
- Ferizaj region: Material Recovery Facility and Civic Amenity Site and upgrade of the existing Transfer Station (served population: 185.000 / CAPEX: ~5,25 mil. EUR)
- N. Kosovo region: Sanitary Landfill and Access Road in Zvecan (served population: 80.000 / CAPEX: ~5,3 mil. EUR).

**Reference No. 10 - GIZ – Sustainable Municipal Services SMS - Full Landfill Cost Accounting for Landfill Mitrovica and Peja, 2016 - Value of contract: 18,100 €**

GIZ/SMS is supporting Kosovo municipalities and other Kosovo factors in strengthening waste management. This project has assisted Regional Waste Collection Companies Uniteti Mitrovica and RWC Ambienti Peja that rain their respective sanitary landfills to implement full landfill cost accounting. The project has helped the above utilities to segregate landfill cost, revenue and asset account from the accounts of waste collection, sweeping, administration and the general plant. Beside this the project has assisted in identifying capital investment needs and appreciation full life cycle costs.

**Reference No. 11 - Support to Waste Management in Kosovo EuropeAid/133800/C/SER/XK – Institutional and Financial Expert - Value of contract: 25,000 €**

The project supports Ministry of Environment and Spatial Planning and relevant stakeholders to strengthen Waste Management System in Kosovo. KIWER provides the Institutional and Financial Expert for the concerned project. The Expert will support the project in the:

- The elaboration of Waste Management Master Plan,
- Establishment of the Management Information System
- Developing the necessary legal basis and statutes (by-laws, rules and regulations)
- Strengthening the capacities of the personnel,
- Proposing specific allocation of functions and methodologies



#### IV. Staff and Associates

- **Mr. Ramiz Kokollari - Director**

Mr. Ramiz Kokollari is a graduated civil engineer with the postgraduate degrees in water and sanitation engineering and environmental management. Mr. Kokollari is a chartered accountant and auditor with 20+ years of professional experience in waste, water, transportation and public finance sector combining legislative, policy development and regulatory perspectives. In a period 2002-2007 Mr. Kokollari was a core team member who established the Kosovo economic regulator for water and waste and directed licensing and tariff setting processes. In a period 2007-2009, Mr. Kokollari was the budget advisor with the



World Bank to assist the Kosovo Government to improve planning and budgeting process. Some of noted accomplishments in the waste and environment sectors include: development of the cadaster of hazardous waste and chemicals of Kosovo, the Kosovo waste master plan, the Kosovo waste management information system, the waste management plans for 16 Kosovo municipalities, completed the waste tariff process for 26 municipalities, implemented full cost accounting for Peja and Mitrovica landfills, business model for Savina Stena landfill, drafted waste reporting framework for KEPA, the detailed designs for waste management facilities comprised under Task 3 of the Waste Master Plan which included: Material Recovery Facility and Composting Plant for Prizren region; Material Recovery Facility for Peja region; Material Recovery Facility and Civic Amenity Site and upgrade of the existing Transfer Station for Ferizaj region; and Sanitary Landfill and Access Road in Zvecan. Beside Kosovo, Mr. Kokollari has worked in international development projects in countries such as Albania, Kazakhstan, Tajikistan, Russian Federation and Romania providing services in economic regulation, public financial management, corporate development and PPPs.

- **Mr. Bujar Kokollari – Deputy Director – Water, Wastewater and Solid Waste Technical and Operational Expert**

Mr. Bujar Kokollari is a MSc in Civil Engineering with 15 plus years of experience in waste and water management with special focus on infrastructure aspects. Relevant professional experience on capital infrastructure on waste management, landfills, wastewater treatment and water infrastructure that extends over horizon of 10 years. Mr. Kokollari has supervised construction of Water transport facilities and Water Treatment Plant for Prishtina municipal Water Supply “Municipal Water Supply and Sewage Disposal in Prishtina Phase III”.



as part of the team carried out detailed design for four waste management projects comprised in the Waste Master Plan of Kosovo to be financed by EU IPA program: Prizren region: construction of Material Recovery Facility and Composting Plant (served population: 330.000 / CAPEX) ~5,3 mil EUR; Peja region: construction of Material Recovery Facility (served population: 175.000 / CAPEX) ~3,5 mil. EUR; Ferizaj region: construction of Material Recovery Facility and Civic Amenity Site and upgrade of the existing Transfer Station (served population: 185.000 / CAPEX) ~5,25 mil. EUR and N. Kosovo region: construction of Sanitary Landfill and Access Road in Zvecan (served population: 80.000 / CAPEX: ~5,3 mil. EUR).

- **Mrs. Teuta Bojaxhiu – Water, Wastewater and Sludge Expert**

Graduated water and sanitation engineer with more than 18 years of professional experience on the utility management processes and operations, water losses management including establishment of DMAs, pressure zones, etc., composting techniques, hydro-geology, geo-techniques and topography. In regard to wastewater and sludge treatment



Mrs. Kadolli has international experience for more than 5 years on the area of wastewater treatment and sludge processing techniques, technologies, cost optimization, conceptual design and composting. Expertise on designing, construction and supervision of WW collection and treatment facilities, as well as hydraulic design and modelling of water and wastewater infrastructure.

She is author of various training program for water and wastewater utility personnel. Motivated individual dedicated to accomplish tasks, communicative, inspired to new ideas, work fine under pressure, alone or with team. Depth knowledge of International, EU and local policies and legislation framework applying to water, wastewater and sludge management.

- **Mr. Hovhannes Haratunian – Corporate Development regulatory and PPP expert for projects on energy, water, wastewater and solid waste sector**

Mr. Harutyunyan is an experienced Team Leader and water, energy and waste specialist with over 20 years of experience of working in senior roles within utilities and as a consultant, in countries including Armenia, Romania, Tajikistan, Uzbekistan, Mongolia, Kazakhstan and Georgia. He is competent in all areas relating to management of utilities and has an experience of water utility Service Delivery and Customer Relations Expert, Management Contract specialist, IFRS Expert, Senior Customer Relations Expert, Financial, Commercial and Asset Management Expert, Financial and Technical Auditor, Executive Director, Team leader and Commercial Director in local and mainly in international companies and organizations.



- **Mr. Shkelqim Daci – Urban planner and waste management expert**

Mr. Daci is a graduated urban planner from Minnesota State University, Mankato, USA. He has over 12 years of local and international experience in project management, waste management, and urban/strategic planning. Mr. Daci has an extensive experience in identifying, developing, implementing and reporting on various capital investment projects in cooperation with a large number of stakeholders – public and private sector. Furthermore, he has a solid knowledge on drafting waste management plans – including operational planning, tariff setting processes, and providing support to local and central institutions in improving public services related to waste management.



- **Mr. Ahmet Kasumi – Law expert**

Mr. Kasumi is a graduate lawyer with a postgraduate degree in European law. Mr. Kasumi is an attorney at law with extensive professional experience in justice, rule of law and public administration. Mr. Kasumi is an arbitrator at the Kosovo Permanent Tribunal of Arbitration and Foreign Arbitration Court of Montenegro. Mr. Kasumi has served in capacity of legal specialist in several public and private organizations. Most recently, Mr. Kasumi served as a legal expert for environmental and waste related projects with GIZ – German Development Organisation, as part of the Legal and Administrative Reform Project. Before that Mr. Kasumi served as UNDP's legal advisor to the Kosovo Prosecutorial Council. Mr. Kasumi has proven record of building sustainable institutions in Kosovo. In this regard, Mr. Kasumi restructured and managed an alternative dispute resolution mechanism at the Kosovo Chamber of Commerce (Permanent Court of Arbitration) - this institution provides professional arbitration services for several years now. During his professional career Mr. Kasumi served in a number of administrative proceedings and deliberations in various capacities, be that as an attorney or as party representing public institutions. Mr. Kasumi holds master's degree from the University of Leuven with major in European Constitutional Law and Judicial Protection in the EU. Mr. Kasumi has also teaching experience with various audiences. He has successfully developed and taught the Module on European Law to judges and prosecutors at the Kosovo Judicial Institute. He has also taught the EU Law and EU Institutions to trainees of the School on European Integration organized by the Kosovo Civil Society Foundation (KCSF). Moreover, Mr. Kasumi wrote and presented a number of professional and research papers to audiences across Kosovo institutions but also foreign organizations. His CV contains references of such works.



- **Mr. Ilir Rama – PPP and Public Finance Expert**

Mr. Ilir Rama is a graduated economist with more than 15 years of experience in investment attraction and more than 10 years of experience structuring and developing guidelines for public-private partnerships. Mr. Rama received APMG Public Private Partnership certification, a testament to his practiced ability to identify investment opportunities, analyze and address real or perceived risks, build business plans, and communicate the value of opportunities to local and international investors. In a role of the head of the Central Department for Public Private Partnerships with the Ministry of Finance, as well as a member of the management board for the Deposit Insurance Fund of Kosovo, he successfully implemented management, advisory, and capacity building support. Moreover, his work to date has been in pursuit of building a foundation for long-term investment in Kosovo, by training sessions and resources on the benefits, mechanisms, and structures of public-private partnerships for the Ministry of Finance and other governmental departments. Mr. Rama has been engaged in PPP processes for electricity distribution in Kosovo, Adem Jashari Airport in Prishtina, Construction of the New Kosovo power plant in Kosovo and similar projects.



- **Mr. Xhemail Syla – Accounting and financial reportin expert**

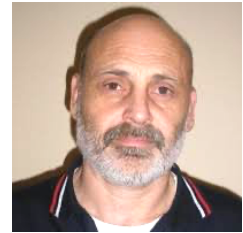
**Xhemail Syla** is graduated economist, statutory auditor and chartered accountant with more than 30 years of relevant professional experience. Mr. Syla has excellent knowledge of local and international accounting standards, public procurement, internal control and development of billing and accounting systems, policies and procedures. Mr. Syla has implemented more than 40 auditing assignments that included public institutions and private organizations gaining relevant experience and insight on the state of affairs related to the accounting. Mr. Syla is specialized in cost accounting and cost management. Mr. Syla has excellent knowledge and experience as he already worked in drafting local waste



management plans, tariffs setting process for waste collection, transport and disposal services, full cost accounting for landfill services, etc.

- **Mr. Gjorgi Velevski – Waste Disposal Expert**

Mr. Gjorgi Velevski is a MSc in Civil Engineering with 25 plus years of experience in landfill management including managerial, engineering, environmental and service standards perspectives. Mr. Velevski was the managing director of the landfill "Drisla" Skopje. Mr. Velevski currently holds the position of Advisor on the planning of infrastructure projects under the IPA fund with the Ministry of Environment of Macedonia. Mr. Velevski was part of the team funded by GIZ and the Open Regional Fund on drafting the Manual for Efficient Sanitary Landfill Management which had a regional approach including Kosovo and neighboring countries. Part of this assignment was analysis of conditions of Kosovo landfills managed KLMC. A portfolio of performed projects by Mr. Velevski include: the feasibility on privatization of the Drisla landfill; the transposition of EC waste disposal regulations; the application process for integrated environmental permit for the Drisla landfill; feasibility Study for Integral Waste Management for the Region of Strumica and for the City of Skopje, and many other relevant projects.



- **Mr. Ramadan Berisha – Corporate Governance and public finance management expert**

Mr. Ramadan Berisha is a graduated economist with 20 plus years of experience in corporate governance and public finance management. Mr. Berisha was part of the team which carried out process of consolidation, unbundling, regionalization and incorporation of waste and water service providers in Kosovo. Mr. Berisha was engaged in development of reporting framework for waste service providers including performance monitoring and benchmarking. Mr. Berisha as a part waste management plan carried out cost analysis of waste collection and waste disposal of Kosovo waste service providers. Mr. Berisha worked also for IFC to introduce corporate governance for private companies in Kosovo.



- **Dr. Mimoza Hyseni – Environmental and waste management expert**

Dr. Mimoza Hyseni has a PhD from Environmental Sciences from University of Karlsruhe. Dr. Hyseni has more than 10 years of experience in drafting EIA reports on state of different fields of environment like waste, air etc. Dr. Hyseni was part of the team who carried out a Deposit Refund System in Kosovo. Dr. Hyseni was project coordinator of different projects and different scientific research project implementation. Dr. Hyseni is a National Focal Point at European Environmental Agency coordinating reporting procedures of Kosovo at EEA.



- **Mr. Defrim Kabashi, Transportation and Infrastructure Expert**

Mr. Kabashi has a MSc degree in Civil Engineering. Mr. Kabashi is specialized on the design, planning and management of civil construction projects, covering all types of construction, particularly in the area of large, public infrastructure projects. Teaching assistant and strong research professional with a Master's Degree focused in Civil Engineering and Highway Engineering within the University of Prishtina - Faculty of Civil Engineering and Architecture. Hands-on experience over 10 years providing project design, civil engineering leadership, construction supervision and management services for roadway, water, and other municipal infrastructure projects with varying degrees of complexity and budgets ranging up to 90 mil euro. Mr. Kabashi has experience in implementation of projects with FIDIC Conditions and knowledge of PRAG for EU External Actions.

