



Tempus Project 517119-TEMPUS-1-2011-RS-TEMPUS-SMGR  
**DEVELOPMENT OF CAREER GUIDANCE AIMED AT  
IMPROVING HIGHER EDUCATION IN SERBIA**

# Careers

**Razvoj karijernog vođenja u cilju unapređenja  
visokog obrazovanja u Srbiji**



Koordinator – Nosilac projekta:

**UNIVERZITET U BEOGRADU, CENTAR ZA RAZVOJ KARIJERE I SAVETOVANJE STUDENATA**



# PRESENTATION OF PE EMS

TEMPUS CAREERS - MEETING IN NOVI SAD

June 13, 2012.



## Company ID

- Company name:
- Public Enterprise Elektromreža Srbije - Serbian Transmission System and Market Operator
- Abbreviation: PE EMS
- Foundation: Under the decision of the Serbian Government, PE EMS functions as an independent public enterprise as of 1 July 2005. Property, rights and liabilities from the following parts of PE EPS:
  - 1. PE "Elektroistok" Belgrade
  - 2. Power System Control Department
  - 3. A part of the Center for Integral Information System which was in charge of the technical support of the system controlwere transferred to PE Elektromreža Srbije.



## Company ID (2)

- Ownership structure: 100% state-owned company
- Registration: By the Decision no. BD 80469/2005 of the Serbian Commercial Register Agency
- Address: Belgrade, Kneza Miloša 11
- Contact Details:
  - Telephone no.: 011/33 30 700, 33 30 650
  - e-mail: kabinet@ems.rs, [pr@ems.rs](mailto:pr@ems.rs)
  - web: [www.ems.co.rs](http://www.ems.co.rs)



## Basic activities

- **Transmission of electricity**
- **System operation**
- **Organization of electricity market**
- Elektromreža Srbije is Serbian Transmission System and Market Operator (TSMO) and a member of European Network of Transmission System Operators for Electricity (ENTSO-E).



## Mission

- - the continuous, secure and reliable supply of high quality electricity to customers in Serbia;
- - the non-discriminatory access to the transmission system; and
- - provision of transit according to the cross border transmission rules.



## Vision

- The efficient company built upon a modern concept, ensuring the high level of security of electricity supply to consumers, development of electricity market in Serbia and its integration in European electricity market.



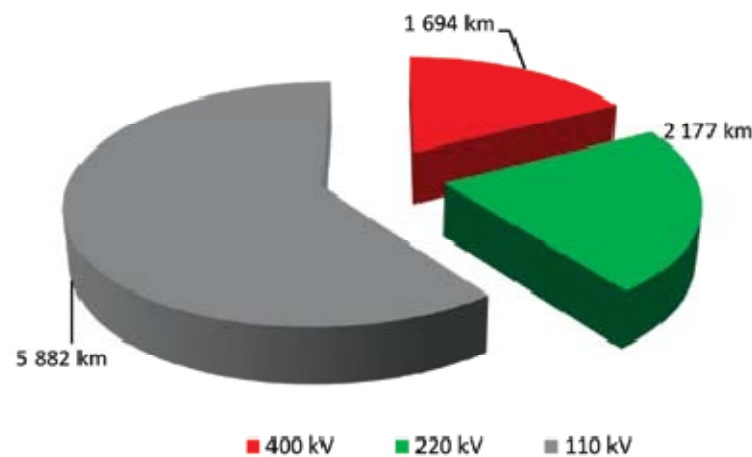


The electricity transmission is carried out in the Transmission Field Departments: Belgrade, Novi Sad, Valjevo, Bor, Kruševac and Obilić.

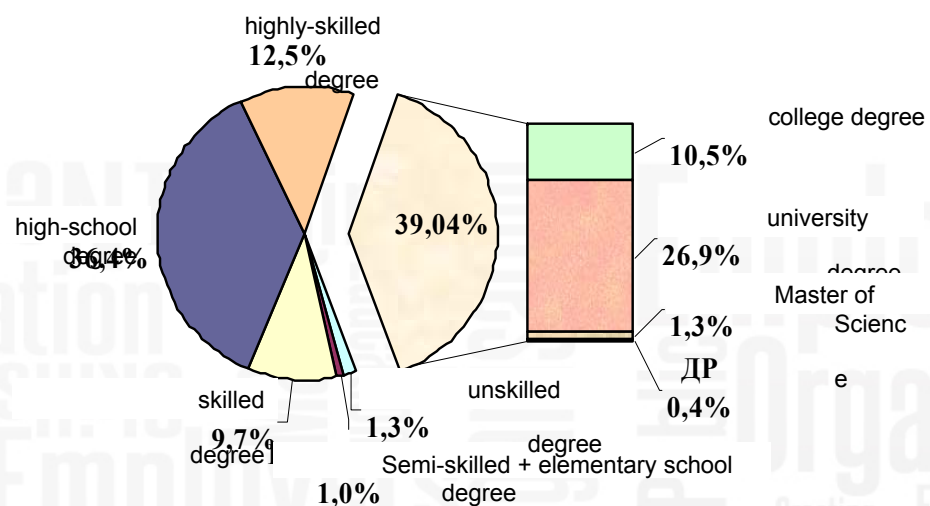




**PE EMS total overhead line network length of different voltage levels (400 kV, 220 kV, 110 kV) amounts to 9,997.98 km.**



# QUALIFICATION STRUCTURE



## HUMAN RESOURCES & CAREER POTENTIALS

- Total number of employees – 1,359
- An average age of the employees - 44.54 years
- Ever since it was founded, PE EMS has had a policy of a special focus on recruitment of young graduates, as well as on education and professional development of its employees, a trend that is most likely to continue with accelerating progress.
- PE EMS established cooperation with the University of Belgrade, Electrical Engineering Faculty of Niš, the Faculty of Technical Sciences in Novi Sad and other professional schools.



# HUMAN RESOURCES DEVELOPMENT AND EDUCATION UNIT

- Human Resources Development and Education Unit of PE EMS is in charge of selecting and recruiting students who wish to apply for professional practice, according to the needs of different Centers and Units of the Enterprise. It has also developed a close cooperation with the Center for Career Development of the University of Belgrade in the following professional practice and postgraduate programs:
- Professional practice 1 - At the end of the academic year preceding their final year at the university, selected students are awarded a month of professional practice in the Enterprise during the summer, for which they receive 20% of a monthly salary.
- Professional practice 2 - At the end of their final academic year at the university, selected students are awarded 3 months of professional practice in the Enterprise during the summer, for which they receive 40% of a monthly salary.
- PE EMS and various colleges and academic institutions together design master studies programs, whereby postgraduate students are given opportunity to conduct 3-month-long master thesis research in EMS, during which they are granted scholarship to support their studies.
- Students who meet certain requirements (pass sufficient number of exams during their master studies) can apply for apprenticeship (training period) which lasts for a year and can lead to a permanent employment.



# PE EMS's COOPERATION WITH UNIVERSITIES

- PE EMS's cooperation with Universities is aimed at the acquirement of genuine and usable knowledge and expertise of the students (future workers), and proper, consistent program of institutional education is a necessary precondition for the achievement of that goal.
- One of the biggest issues with regard to PE EMS's cooperation with Universities is unclear and indefinite status of different academic titles and degrees and their inconsistent categorization.
- Moreover, foreign and international academic titles and degrees are often not recognized in Serbia even though they are recognized in the rest of Europe and worldwide.
- Old academic titles must be converted into appropriate new ones as soon as possible so that applications and qualifications of all graduates who wish to apply for our programs can be properly assessed.



# PE EMS's COOPERATION WITH UNIVERSITIES

- Proliferation of various private universities in Serbia, their system and quality of education, as well as titles, degrees and diplomas which they award, should be subjected to a rigorous scrutiny of the State to ensure that their programs comply with the standards of European system of education.
- Working together as a team, State Ministries, Universities and companies should be able to create a desirable climate for growth of new generation of young experts who will be capable of living up to the ever-increasing demands of modern market and society in general, and our TEMPUS CAREER project should make a significant contribution to the achievement of this goal.





## Cooperation with Novi Sad University

Plan and status of activities for 2012



T&D department  
June, 2012



# Novi Sad University

## Faculty of Technical Sciences



UNIVERSITY	FACULTY	ACTIVITY	TIME	EXPECTED RESULT	STATUS
Novi Sad University	Faculty of Technical Sciences	One-year specialist studies "European integration" for the group of 18 participants - employees of NIS	March 2012-March 2013	Developing employees in the expertise in European laws, understanding the development of European region, communication abilities	On going
		Scholarships for 1 successful students of Technical Sciences	Jan - Dec 2012	Positioning of NIS as an employer of choice	DONE
		External audit of NIS projects, studies and reports, as required by the faculty experts	Jan-Dec 2012, depending on needs	External and internal revision and audits of projects and elaborates for NIS needs	In process
		Joint participation in the research projects which may be initiated by any interest part	Jan-Dec 2012, depending on needs	Scientific research	In process
		Prize for the best professor	Nov 2012	Motivation of teaching staff	In process
		Nis open door day	Nov 2012	Positioning of NIS as an employer of choice	In process
		Meetings with Blocs directors	May 2012	Cooperation improvement; Improving curriculums	DONE
		Student internships	June 2012 – July 2013	Filling NIS talent pipeline; Promoting NIS as employer of the choice	In process



UNIVERSITY	FACULTY	ACTIVITY	TIME	EXPECTED RESULT	STATUS
Novi Sad University	Faculty of Tecnology	Training „Oil and gas and Companies operations“	June 2012	Developing employees - company assistants in the oil and gas	On going
		One-day educational training "BREF for refineries" for 20 employees NIS	Oct 2012	Developing employees in the expertise in oil	In process
		HSE trainings	Sep-Dec 2012	Developing employees in the expertise in HSE	In process
		Scholarships for 4 successful students of Tecnology	Jan-Dec 2012	Positioning of NIS as an employer of choice	DONE
		Prize for the best professor	Nov 2012	Motivation of teaching staff	In process
		Student internships	June 2012 – July 2013	Filling NIS talent pipeline; Promoting NIS as employer of the choice	In process



# Novi Sad University

## Faculty of Philosophy



UNIVERSITY	FACULTY	ACTIVITY	TIME	EXPECTED RESULT	STATUS
Novi Sad University	Faculty of Philosophy	Professional internship up to 10 students of russian language	July-Dec 2012	Preparing young specialists for possible work in NIS	In process

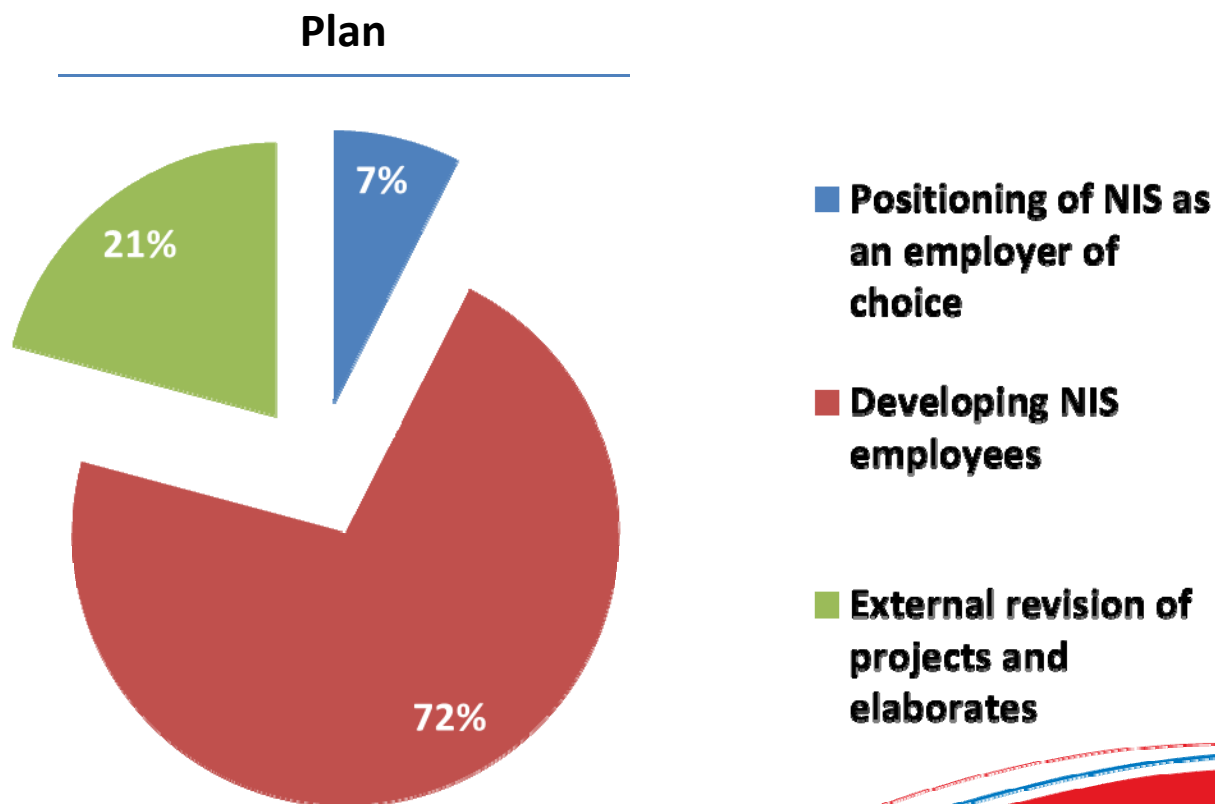


## Cooperation with Novi Sad University

Plan of activities for 2012



Budget	Plan	Realized
Total 2012	12mil. RSD	4,1 mil. RSD





**AMCHAM SERBIA**  

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**A LEADER IN CHANGE**

# **AMCHAM: CONNECTING BUSINESS AND ACADEMIA**

**Marina Rakić**  
**Vice Chair of the AmCham Human Resources Committee**

***Novi Sad, June 13, 2012***

- Founded in **2001** as a business organization of **US, international and local companies**
- Currently **160 members** which have collectively invested over 9 billion Euros in the domestic economy and employ over 60,000 employees.
- **Main activities:**
  - › Active partnering with the Serbian government in reducing bureaucracy and increasing transparency of rules and regulations regarding businesses
  - › Encouraging and facilitating increased investment (Foreign Direct and local) in Serbia
  - › *Encouraging the growth and proliferation of best business practices including Corporate Social Responsibility activities at every level of commerce and education of youth*

## About AmCham's HR Committee

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- Founded in **2008**
- **Main activities:**
  - Advocacy for improving the provisions of the Labor regulations
  - Sharing Experiences & Best Practices between companies on HR topics
  - ***Providing informal education to youth in cooperation with:***
    - Center for Career Development and Student Counseling of the University of Belgrade (Kadar da budem kadar)
    - Belgrade Youth Office
    - AIESEC



## Program with students and graduates: **KADAR DA BUDEM KADAR**

- Launched in **2010** in cooperation with the Center for Career Development and Student Counseling of the University of Belgrade
- Aimed at **improving the employment skills** of students and graduates and preparing them for the modern labor market
- Held **2 x year** featuring a **series of training courses on soft skills** necessary for career development and professional success (leadership, time management and setting priorities, teamwork, presentation and communication skills, networking, stress management, motivation etc.)
- Courses are conducted by AmCham HR Committee representatives, both **HR managers and consultants.**
- So far: **4 cycles, around 120 participants, lecturers from 12 AmCham member companies** (Avon, British American Tobacco, ConsullTeam, Ernst & Young, Eurobank EFG, Holcim, Hewlett Packard, McCann Erickson, Microsoft, Philip Morris, PricewaterhouseCoopers and USAID Competitiveness)

## Program with students: **MEET THE BUSINESS FIRST HAND**

- Launched in **2008** in cooperation with the Center for Career Development and Student Counseling of the University of Belgrade
- Aimed at connecting students and recent graduates with the business community and providing them with first insights in future career planning
- Consist of a **half-day company visits to the AmCham member companies** whereby participants can interact directly with top management.
- So far: **over 500 participants, 15 visits to AmCham member companies** (Bel Medic Hospital, British American Tobacco, Carlsberg, Coca-Cola Hellenic, Hemofarm, Ernst & Young, FOX TV, Holcim, IBM, Karanović/Nikolić Law office, McCann Erickson, Merck Sharp & Dohme, Microsoft, Philip Morris & Tigar.

## Cooperation with **BELGRADE YOUTH OFFICE & AIESEC**

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### **BELGRADE YOUTH OFFICE**

- New program, starts as of **June 2012**
- AmCham members (HRs and experts for particular topic) will provide **lectures/presentations/trainings for different profiles youth** between 15 and 35 years
- **Topics** are various – from soft skills to expert ones

### **AIESEC**

- Supporting AIESEC Global Leaders Summit which will take place in February 2013
- AmCham HRC members will hold **lectures for participants of the conference** (such as talent developments, education inside company etc.)



**AMCHAM SERBIA**  

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**A LEADER IN CHANGE**

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