

CURRICULUM VITAE



MBA International Business

Dipl.. Phil.

MRS. ANDUENA STEPHAN

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IN A NUTSHELL

Anduena Stephan looks back at more than **35 years' work experience** in different countries and business environments. Specialized in acquisitions, concessions and transaction management, reengineering of organizational structures and cross-cultural organisational developments, she has participated in a large number of projects in more than 30 countries worldwide. She has been working intensively both with the private and the public sector especially in the field of public private partnerships, be that in the form of concessions, investments, trade sales or consulting. Her work spans over infrastructure industry to energy, education, health, services and retail as well as not for profit organizations.

From 2013 to 2024, she represented Albania as its **Honorary Consul** for the Federal State of North Rhine Westphalia (NRW) in Germany and from 2013 she holds the position of the **Permanent Representative** of the Chamber of Commerce and Industry of Tirana in NRW.

Since 2003 she has been often invited as **guest lecturer** by several universities and institutions to lecture on various business and social related subjects as well on development issues particularly in South Eastern Europe. **During the period 2007 to 2010** she lectured part-time at the University of New York, Tirana branch on subjects such as: **Managerial Leadership, International Human Resource, Strategic Marketing and Management, Entrepreneurship, Small-medium Sized Enterprises.**

She has worked for and advised almost **all top-tier companies in Germany and Europe** as well as for many other medium-sized companies of renown including:

- Infrastructure:**
 - **HOCHTIEF AirPort** GmbH (Investment and Concessions),
 - **Avialliance** GmbH (Investment and Concessions),
 - **Zürich International Airport** AG (Airport Investment),
 - **HOCHTIEF Concessions** AG (PPP Solutions in Infrastructure),
 - **Thyssen Krupp** AG (Infrastructure Equipment)
- Airports - Toll roads - Ports:**
 - **RWE AG** (Energy),
 - **Verbund AG / Ashta** Ltd (Energy Investments),
 - **PPC** – Greek Power Corporation (Energy and Mining),
 - **SAG** Energy Solutions GmbH (Energy Facilities),
 - **Alpine Energie** AG (Energy),
 - **European Hydro** Group Denmark (renewable Energy),
 - **Energy Universe** Ltd (energy) etc.
- Energy and Mining:**
 - **RAG** Mining Consulting GmbH,
 - **Dräger** AG (mining safety products),
 - **DEG-** Deutsche Entwicklungs- und Investitionsgesellschaft (Financial and Investments),
 - **EBRD** Business Advisory Services (Financial Consulting)
- Banking and Finance:**
 - **PWC Greece** (Business Advisors),
 - **ICTS BV** (Airport, Ports and Infrastructure Security),
 - **OSRAM** AG/SHPK (Consumer goods and distribution),
 - **SOPTIM** Business Consult GmbH (Energy, IT Consulting),
 - **GIZ (GTZ)** – German Society for International Cooperation (Development and Cooperation),
 - **MEDFAU** Ltd (Siemens Medical Solutions)
- Investment Related Consulting Services:**

She has lived and worked in Albania, United Kingdom, Germany and has carried out numerous projects in Albania, Kosovo, Montenegro, Greece, Macedonia, Malta, Ireland, the Netherlands, Germany, US.

Representative Functions and Memberships:

- **Honorary Consul** of the Republic of Albania to the Federal State of North Rhine and Westphalia, Germany www.honkonsulat-albanien-nrw.de, 2013-2024
- **Official Representative** of the Tirana Chamber of Industry and Commerce for the Federal State of North Rhine and Westphalia www.cci.al, since March 2013
- **President** of the German-Albanian Integrative Association, Germany seated in Essen, Germany www.i-de-al.org, since October 2011
- **Board Member** of the German Albania Economic Society (DAW), Berlin, Germany until Dec. 2014, www.daw-wirtschaftsgesellschaft.de
- **Founder and Board Member** of the Albanian German Chamber of Commerce, Tirana, Albania until 2011 www.dih-al.org
- **Member** of Rotary Club Tirana West until 2016

Education:

College/University	Year	Education
	1995 - 1996	City University Business School, London International Business and Strategy Degree: Masters in Business Administration
	1987 – 1991	Tirana University of History and Philology Degree: Dipl.-Philology
	1997 - 2015	Various Management Courses and Trainings in Germany, Austria, the Netherlands, etc.

Languages:

	Writting	Reading	Speaking
Albanian:		Mother tongue	
German:	●●●●●●	●●●●●●	●●●●●●
English:	●●●●●●	●●●●●●	●●●●●●
Italian:	●●●○○○	●●●●●○	●●●○○○
Spanish:	●●●○○○	●●●●●○	●●●○○○
Greek:	●○○○○○	●●○○○○	●●○○○○
French:	●○○○○○	●●○○○○	●●○○○○

Academic Experience

From: 2007

To: 2012

Employer:

University of New York/Empire State College, USA, Tirana Branch (part-time)

Positions held:

External Lecturer for graduating MBA students lecturing on:

- “International Human Resource Management”
- “Strategic Marketing and Management”,
- “Managerial Leadership” and
- “Entrepreneurship, Small-medium Sized Enterprises”

From: 2003

To: date

Employer:

Various Universities and International Organisations

Positions held:

Guest Lecturer

- University of Applied Sciences, Bochum (Business Administration)
- University of Skopje “Nene Tereza” (Social Studies)
- University of Duisburg-Essen (Social Studies)
- University of Applied Science Peshkopia, Albania
- German Summer Academy (Business Administration)
- GIZ Workshops and Seminars on Development Projects and Integration (Business & SME Management, Social Aspects)
- IOM – International Organisation for Migration, etc. (Business & SME Management, Social Aspects)

Positions held:

Head of Research and Project Team (selected)

- Push and Pull Factors for South-East Europe Migration Streams – Perspectives 2018 – 2020 on behalf of EBRD – European Bank for Reconstruction and Development and Konkret Research Institute Bremen with 250 direct interviews
- Enhancement of Youth Employment Perspectives in Remote Areas in South-Eastern Europe on behalf of the EU with hands-on training workshops on Human Resource Development for more than 150 youth – Age group 18-26
- Research and analysis of remittance sources and brain gain perspectives for South-Eastern Europe – special focus Albania, Kosovo, North Macedonia with 200 participants on behalf of GIZ - Germany

Positions held: **Supervisor for more than 15 Students on Academic Internships (3-6 months) Bachelor and Master Study Programmes**

- Westphalia University of Applied Sciences (Business Management)
- Rhein-Waal University of Applied Science (International Relations / Gender studies)
- University of Bochum (Business Management)

- University of Duisburg Essen (Economics and Politics) (Engineering), (Business Management)
- Heinrich-Heine University, Düsseldorf

- European University of Tirana, etc.

Positions held: **University Twinning Initiatives**

- Westphalia University of Applied Sciences (Business Management) / University of Vlora, Albania (operating)
- University of Münster / Beder University Albania (in process)

Business Experience

From: 2006 **To: date**

Employer: **SPRINT! Energy Consulting, Essen Germany**

Positions held: **Executive Partner / International Business Director** in charge of overall acquisition and (project) management in the infrastructure, energy and power generation sector, logistics and facility management. The scope of work focuses on:

- **Acquisition and Transaction Management** including market research on industries and regulatory frameworks, feasibility studies, acquisition strategy, due diligence, bid composition, business and financing plans, partner selection, communication strategy.
- **Business Reengineering** including new product development, asset valuation and market value assessment, business diversification, business and financing cases, organizational restructuring, regulatory and legal framework revisions, quality standards and procedures.
- **Executive Search and Human Resource Management** including management audits, development and training of top management teams, personnel search and selection, qualified staff acquisition outside of Germany and cross-cultural integration of work force in Germany.
- **Marketing and Communications** including development of marketing plans, media and communication strategies for both private and public institutions

From: 2004 To: 2006

Employer: **Tirana Airport Partners LLC**

Positions held: **Chief Executive Officer of Tirana Airport Partners** in charge of the overall management of the 20 years BOOT - Concession Company with a revenue of Euro 18 million per year, initial investment programme of Euro 50 million and 184 full time employees.

From: 2002 To: 2004

Employer: HOCHTIEF AirPort GmbH

Positions held: **Project Director Albania PPP Tirana Airport Concession** in charge of the overall project management including all stages of due diligence, bid preparation, business planning and financial structuring, negotiations, take-over of operations, leading a team of 150 specialists from 7 countries.

From: 1999 To: 2001

Employer: HOCHTIEF AirPort GmbH

Positions held: **Senior Manager, Business Planning and Financing**, in charge of acquisition and deal structuring for airports and motorways being privatised worldwide

From: 1998 To: 1999

Employer: HOCHTIEF AirPort GmbH

Positions held: **Senior Manager, Acquisitions and Portfolio Economics**, in charge of acquisition of infrastructure investments, reorganization of acquired business and project development.

From: 1997 To: 1998

Employer: HOCHTIEF Project Development GmbH, Germany

Positions held: **Business Analyst, Infrastructure Investments**

From: 1994 To: 1997

Employer: BHF Bank, London, City University Research Centre, London, Children in Crisis, NGO-UK based, British Home Office, London

Positions held: Free Lance Consultant on banking products, change management processes in Central and Eastern Europe, Albania related NGO projects

From: 1994 To: 1991

Employer: Deminex Albania, GmbH, Essen, Germany

Positions held: Business Administrator of the Albanian Branch during the exploration of the first offshore oil concession in Albania

Key Research Papers, Workshops, Seminars, Conferences

Anduena Stephan is a key promoter of cooperation between the Western European countries especially the German speaking ones and the South Eastern Countries particularly Albania, Kosovo, North Macedonia.

She has been a key speaker at numerous international events and renown universities with presentations and speeches on topics such as the importance of economic cooperation, free trade, know-how transfer, brain gain, intercultural conflict resolution, skilled craft acquisition etc.

November 2024

Speaker at the 1th Conference **“MEO in dialog with social society actors”** presenting **“No One-way Road when targeting skilled craft from Western Balkan Countries”**, organised by the Chamber of Commerce and Industry of the Mülheim an der Ruhr – Essen – Oberhausen Region, Oberhausen (MEO), Germany on how to engage the diaspora NGOs to support the needs of the local industry for skilled-craft.

October 2024

Key Speaker at the 5th Summit on Entrepreneurial Women in the Albanian Diaspora worldwide presenting **“German Centres of Innovation” a replicable model for Western Balkans?”**, organised by the Albanian Diaspora Economic Chamber, Tirana, Albania on development of brain-gain strategies in cooperation with diaspora businesses.

Juni 2024

Key Speaker at the Workshop **“Making migrant organizations visible as actors in cultural education!”**, Essen, organised by University of Duisburg-Essen and University of Bremen led by Professor Dr. Yasemin Karakaşoğlu as part of the research project "Educational initiatives for the preservation and transfer of cultural capital in the migration society" (BIKuMiG).

March 2024 & March 2023

Organizer and Key Moderator of an annual event series **“The Albanian Society Values as a contribution for a cohesive Europe” - Equinox 2024 and 2023** in Essen, Germany - in the framework of projects for the presentation of communalities in the European Community and the strengthening of the national consciousness of the diaspora in Germany, organized by IDEAL e.V., Germany, Honorary Consulate of Republic of Albania in NRW, City of Essen and organization partners.

November 2023

Key Speaker at the Conference on **“Society’s Emancipation starts with Women’s rights!”** organized by Women Alb World Association, Bern, Switzerland on the challenges of women in present day European societies. The presentation subject: **“Migrant Women’s emancipation must be an unstoppable process!”**, the German experience and the construction of sustainable European cooperation bridges.

October 2023

Guest Speaker at Uni-Duisburg Essen **“Albania’s political path after the communist dictatorship”** – a historical, political and economic journey through Albania’s past, present and future with focus on promotion of tourism and people’s networking, organised by the Association „Lifelong Learning“ associated to the University of Duisburg Essen.

March 2023

Guest Speaker at the 60th Workshop of CSW 60 (SPRING 2023) **„South Eastern Europe Perspectives“**, Ebrach, Germany with a

presentation on the “the Inner Non-EU Island of the EU – Dilemmas and Consequences” organised by CSW club.

May 2022	Organizer and Moderator of "Religious harmony and tolerance in Albania – a European added value" Conference and an awareness tour in the five largest cities of North Rhine Westphalia (Essen, Köln, Düsseldorf, Duisburg, Bocholt), organized by IDEAL e.V., Germany, Honorary Consulate of the Republic of Albania in NRW, Cults Committee of Albania, City of Essen, Duisburg, Düsseldorf, Bocholt, Köln and partner organizations.
March 2021	Co-coordinator and Key Speaker at the first NRW Conference „The future of women in the West-Balkans" organized by the Ministry of Infrastructure and Gender Equality of NRW on the occasion of the International Women's Day and the Ministry of Federal Affairs and Europe of NRW, with the participation of many associations and diaspora institutions from NRW and the Balkan region on promotion of gender equality and the role of women in diaspora as a bridge of communication with countries of origin.
December 2021	Co-coordinator and main Speaker in the 2 nd Conference "NRW meets the Western Balkans - promotion of municipal partnership: City twinning: Vlore - Bocholt" organized by Dr. Stephan Holthoff-Pförtner, Minister of NRW for Federal, European and International Affairs, Chancellery of The Land of NRW, with the participation of the Diaspora, Municipalities in NRW as well as representatives from Albania, Kosovo, North Macedonia, Montenegro, Serbia and Bosnia and Herzegovina on the importance of cooperation at the municipal level with the Western Balkan countries and NRW with a focus on potential bilateral projects between different municipalities and the presentation of successful twinning through the Diaspora.
January 2020	Organizer and Head of Project of the awareness campaign "DIASPORA IN ACTION" for fund raising to help families affected by the devastating earthquake of November 2019 in Albania, a campaign that generated over half a million euros donated to schools, hospitals and families in need directly through NRW institutions, businesses and diaspora organisations.
March 2020	Organizer and Head of Project "City Twinning as direct exchange bridges between NRW and South Eastern Europe" 6-day tour with the representatives of the municipal council of Bocholt city, the first German city to be twinned with an Albanian city, Vlore - in the framework of projects for the reduction of prejudices, inter-municipal networking focusing on establishing and strengthening cooperation between professional schools in the field of education, trade, tourism, gastronomy as well as institutions such as chambers of commerce and industry, chambers of vocations of both cities, jointly organized by IDEAL e.V., Federal State of North Rhine and Westphalia, Honorary Consulate of of the Republic of Albania in NRW, the City Hall of Vlore and Bocholt.

August 2019	Organizer and Head of the Project " Albania - an ancient Mediterranean love – Diaspora Youth in Action " 11-day tour of the Gen Z Albanian, German-Albanian and German youth to Albania - in the framework of the project for the reduction of prejudices towards EU-candidate countries, networking of young people at academic and professional level, identification and transfer of values of the Albanian diaspora to generation Z, organized by IDEAL e.V., North Rhine-Westphalia and Westphalia, Honorary Consulate of the Republic of Albania in NRW, Ministry of Diaspora and Ministry of Tourism of Albania.
April 2018	Organizer and Key Moderator of " DIASPORA DIALOGDAYS in Albania & Kosovo (Tirana, Prishtina, Prizren) " – on priority definition of fields of cooperation between the countries of origin and the Diaspora living in Germany (Education, Integration, Political Involvement, Health Sector and Economy, EU-Membership)", organised by IDEAL e.V., Germany under the auspices of the Honorary Consulate of the Republic of Albania in NRW, Ministry of Diaspora of Albania and Kosovo, GIZ Germany.
Nov. 2017	Organiser and Key Moderator of " DIASPORA DIALOGDAYS: Albania, Kosovo, North Macedonia in the Federal State of North Rhine Westphalia, Germany " Perspectives on education, integration, political involvement, health sector and economy, EU-Membership", Köln, Germany, organised by IDEAL e.V. under the auspices of the Honorary Consulate of the Republic of Albania in NRW, President´s Office Albania, GIZ Germany on defining the role of Diaspora and their future role in the economic and social development of the countries of origin.
October – Nov. 2015	Organiser and Key Speaker at a series of Events on " Cooperation, Trade and Capital Investments between South-East Europe and the Federal State of North Rhine Westphalia, Germany – ", organised by SPRINT! Energy Consulting, IDEAL – Integrative German-Albanian Association, Essen, German Association on International Cooperation (GIZ) Kosovo and Albania under the auspices of the Honorary Consulate of the Republic of Albania in NRW,
March 2015	Organiser and Moderator of the " First NRW Investor Forum in Albania - Kosovo ", organised by SPRINT! Energy Consulting, Honorary Consulate of the Republic of Albania in NRW, IDEAL – Integrative German-Albanian Association, Essen, Germany on introducing investment opportunities in Albania and Kosovo as single or cross border projects in the fields of mining, energy, waste management, trade and tourism
November 2013	Main Sponsor and Key Speaker at the Conference " DIALOGDAY – Albania, Kosovo, Macedonia in The Federal State of North Rhine Westphalia, German cooperation and investments ", organised by IDEAL – Integrative German-Albanian Association, Essen, Germany on investment and cooperation promotion in South East Europe with main focus on Kosovo and Albania
November 2012	Key Speaker at the Conference " Skill Transfer Programmes and their Contribution to Development " Sarajevo, Bosnia and Herzegovina, organised by IOM – International Organisation for

Migration on the subject of “The effectiveness of Diaspora Involvement – Virtual Return”

March 2010	Key Speaker at the Conference “ A Growing Market for Trade and Investments ” Munich, Germany, organised by IHK München and Tirana Chamber of Industry and Commerce on the subject of “Aligning cross cultural business mentalities to benefit investments”
December 2010	Key Speaker at the Conference “ A Growing Market for Trade and Investments ” Munich, Germany, organised by IHK München and Tirana Chamber of Industry and Commerce on the subject of “Aligning cross cultural business mentalities to benefit investments”
June 2010	Key Panel Moderator and Speaker of the Conference “ Growth Perspectives in Albania – Infrastructure, Trade and Commerce ” Hamburg, Germany, organised by DAW – Deutsch-Albanisch Wirtschaftsgesellschaft and Hamburg Townhall, Hamburg on the subject of investment opportunities in Albania in the framework of Albania becoming a candidate country for EU Accession.
October 2008	Key Panel Moderator and Speaker of “ Sector Conference – Energy, Construction, Environment in Albania ” Tirana, Albania, organised by DAW – Deutsch-Albanisch Wirtschaftsgesellschaft, Berlin on the subject of “Attractiveness of Albania for Investors in the energy, construction, environment management”
September 2008	Key Speaker and Organizer of “ Business Powered by Women ” German-Albanian Conference, Tirana, Albania, organised by GTZ Albania on the subject of “Business Women in Albania and Germany and Establishment of Networks for Cooperation”
November 2007	Key Speaker at “ Albania as an Investment Target ” Workshop, Berlin, Germany, organised by DAW German Albanian Economic Society on the subject of “Investment in Albania, How Attractive is the Country”
September 2007	Key Speaker at the second “ Albanian Business and Investment Summit ”, Tirana, Albania, organised by the European Finance Convention on the subject of “Invest in Albania 2007”
April 2007	Key Speaker at the first “ Kosovo Business and Investment Summit ”, Prishtina, Kosovo, organised by the European Finance Convention on the subject of “Foreign Direct Investments, Privatisation and Business Opportunities in South Eastern Europe”
November 2005	Key Speaker at the “ 8th CEI Summit Economic Forum ” Air Transport, experience on privatisations organised by the Central Eastern Initiative (CEI), Bratislava, Slovakia
June 2005	Key Delegation Member at the Investment Compact for South East Europe Ministerial Meeting, organised by PWC, OECD, Austria and Bulgaria on the best investments in the Region, won the prize of “ Best Country Investor of the Year ”
April 2005	Key Speaker at the first “ Albanian Business and Investment Summit ”, Tirana, Albania, organised by the European Finance Convention on the subject of “Investor Confidence in South Eastern Europe”

Specific Country Experience:

1991 – ongoing	Albania (Infrastructure, Energy, Tourism, Facility Management, Education, Development projects etc.)
2006 – ongoing	Kosovo (Infrastructure, Energy, Mining, Tourism, German funded Development projects, etc.)
2008 - ongoing	North Macedonia (Infrastructure, Energy, EU funded Development Projects, etc)
2008 – 2011	Montenegro (Infrastructure)
1991 – ongoing	Greece, the Netherlands, Ireland, UK, Germany, Turkey, etc. (Infrastructure, Energy, Mining, Facility Management, Education, Social Projects etc.)