The 22nd MAG & Budgetary Meeting

The 22nd MAG & Budgetary Meeting was held on 5th and 6th October 2009 at the facilities of RACVIAC - Centre for Security Cooperation in Rakitje. It was chaired by Mr Pjer Šimunović, State Secretary at Croatian MoD.

The first day was reserved for the budgetary meeting, where the discussion focused on the budget for 2010. The second day of the meeting started with Director’s Interim Report for the first eight months of 2009. It included achievements and results in 2009, RACVIAC’s annual programme for 2010, as well as organizational and financial challenges and lessons learned. Director’s report was followed by Deputy Director Colonel Željko Cepanec’s presentation of the current personnel situation, in which he put special focus on the seconded personnel since some postings are to become vacant soon.

There was also discussion on the new legal status, mainly on the requirements for the process of its acceptance and ratification. As usual, the Autumn MAG session was also the occasion for the appointment of the new MAG Chairperson. In the next one-year period Mr Draško Jovanović, Deputy Minister in Ministry of Defence of the Republic of Montenegro, will hold that position. MAG representatives also confirmed Ambassador Nikola Todorčevski, career diplomat from Former Yugoslav Republic of Macedonia*, as the new RACVIAC Director. He will take over from 15th October 2009.

Here is the complete overview of Conclusions from 22nd MAG & Budgetary meeting:
- The Agenda was adopted with no further amendments;
- MAG took note of Director’s Interim Report;
- MAG approved the 2010 RACVIAC Programme, subject to a case-by-case approval by Core Countries through Silence Procedure;
- MAG took note of the 2009 Budget and of the 2010 Budg-
On 9th June 2009 Major Doug Brock, the US Air Force Attache at the US Embassy to Croatia, visited RACVIAC – Centre for Security Cooperation. It was his farewell visit to RACVIAC, as his tour of duty in Croatia has finished and he is returning to the United States of America.

He was accompanied by his successor – Lieutenant Colonel Sean Cantrell. Director of RACVIAC Ambassador Nedžad S. Hadžimusić welcomed Major Brock and thanked him for his contribution. He also expressed hope in good cooperation with Lieutenant Colonel Sean Cantrell.

On 14th July 2009 the representatives of Ministry of Foreign Affairs (MFA) of the Former Yugoslav Republic of Macedonia* and Croatian Ministry of Defence (MoD) visited RACVIAC – Centre for Security Cooperation.

Ambassador Nikola Todorčevski, representative of Former Yugoslav Republic of Macedonia* MFA, Mr Davor Ćutić, Head of International Defence Cooperation Department at Defence Policy Directorate of Croatian MoD, and Colonel Željko Cepanec, from Croatian MoD, met with countries in arrears at the highest possible level in order to clarify their political commitment towards RACVIAC and at his discretion to seek the assistance of the SEECP Chairmanship in this regard as appropriate;

- MAG took note of the presented personnel situation and the vacant posts announced. Countries indicated that they would respond to further RACVIAC Vacancy Notification timely.
- MAG took note of the expressed readiness of Bosnia and Herzegovina, Croatia, Former Yugoslav Republic of Macedonia, Montenegro, Serbia and Turkey to sign the RACVIAC Legal Status Agreement, as well as of the negative answer from Bulgaria. MAG tasks Director of RACVIAC to explore the most appropriate time and venue for the signing of the RACVIAC Legal Status Agreement and to submit this to Core Countries not later then the next MAG Meeting, as well as to engage those Core countries that have not yet informed RACVIAC of their commitment to sign the Legal Status Agreement to come to doing so in a timely manner, which would allow them to sign it together on the same date with other six countries that have already informed RACVIAC of their readiness to sign the Agreement;
- MAG confirmed Mr Draško Jovanović, Deputy Minister for Defence Policy of Montenegro, as the new MAG Chairperson;
- The date for the next Budgetary and 23rd MAG Meeting is 12th – 15th April 2010. Place of the meeting remains to be decided by the MAG Chairmanship;
- MAG approved the signing of contract with the KPMG Company d.o.o. for external finance auditing service in fiscal years 2009 and 2010;
- MAG took note of the nominations for the Chairperson of Working Group on Military Personnel Transition for the Year 2010, Lieutenant Colonel Grigore Chirica, and for the Chairperson of Working Group on Military Base Conversion for the Year 2010, Mr. Josip Mandić;
- MAG took note of the Handover/Takeover ceremony between outgoing Director, Ambassador Nedžad Hadžimusić and incoming Director, Ambassador Nikola Todorčevski, which will take place on 15th October 2009 at 11:00, in RACVIAC.

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On 15th October the Military Barracks “Vitez Damir Martić” in Rakitje was the venue of a very important event in RACVIAC’s history. The occasion was RACVIAC’s Handover & Takeover Ceremony.

RACVIAC’s Handover & Takeover Ceremony

On Friday 28th August RACVIAC hosted the delegation of OSCE Border Management Staff College, located in Dushanbe/Tajikistan, consisting of Mr. Wolfgang Maierhofer, Director/Acting Principal of OSCE Border Management Staff College, and Mr. Sergey Batyuk, Senior Lecturer at OSCE Border Management Staff College.

Visits to RACVIAC

RACVIAC’s Program Managers and Subject Matter Experts, at RACVIAC HQ in Vitez Damir Martić barracks in Rakitje. RACVIAC Program Manager Colonel Omer Faruk Basturk welcomed the distinguished guests, while RACVIAC Public Affairs Office provided them with a presentation on RACVIAC’s programme, organization and activities. The national representatives and RACVIAC staff also discussed RACVIAC’s achievements, transformation process, international cooperation and future activities. After that they visited RACVIAC facilities and seminar rooms, and met with other members of staff.

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On 15th October the Military Barracks “Vitez Damir Martić” in Rakitje was the venue of a very important event in RACVIAC’s history. The occasion was RACVIAC’s Handover & Takeover Ceremony.

Ambassador Nedžad S. Hadžimusić handed over his duty to new RACVIAC Director Ambassador Nikola Todorčevski. Ambassador Hadžimusić came to this position in October 2007 from the Ministry of Foreign Affairs of Bosnia and Herzegovina as a career diplomat. He has held the leading position in RACVIAC for the past two years, during which the Centre entered into a challenging process of transformation, both of its internal organizational structure and its scope of activities – remodelling RACVIAC into the Centre for Security Cooperation.

The new Director of RACVIAC Ambassador Nikola Todorčevski from the Former Yugoslav Republic of Macedonia is also a career diplomat. He has been elected for the period of two years, during which he will carry the burden of finishing
On 9th September 2009 Colonel Vladimir Černišov, the Defence Attache at the Embassy of the Russian Federation to the Republic of Croatia, visited RACVIAC – Centre for Security Cooperation. It was his inaugural visit to our Centre, following his recent arrival to Croatia. He was accompanied by his assistant - Lieutenant Colonel Aleksej Ivlev. Director of RACVIAC Ambassador Nedžad S. Hadžimusić and Deputy Director Colonel Željko Cepanec welcomed Colonel Vladimir Černišov and thanked him for the interest he showed in RACVIAC’s work as well for the support he offered to our Centre’s activities.

The delegation of the Ministry of Defense of the Kingdom of Belgium, led by the Defense Minister Mr. Pieter De Crem, visited RACVIAC as part of their official visit to the Ministry of Defense of the Republic of Croatia.

RACVIAC’s transformation into the premier regional platform for dialogue and cooperation on security matters in South East Europe.

RACVIAC’s Handover & Takeover Ceremony was witnessed by the representatives of Government of the Republic of Croatia, Croatian Ministry of Defence and Ministry of Foreign Affairs, Croatian Army HQ, mayors of Samobor and Sveta Nedjelja, as well as representatives of Ministry of Defence of the Former Yugoslav Republic of Macedonia*, Ministry of Defence of Republic of Montenegro which included the new MAG Chairperson Mr Draško Jovanović, and many diplomatic missions in the Republic of Croatia.

In accordance with RACVIAC 2009 Programme, the Cooperative Security Environment Pillar (CSE) organized and carried out “Vienna Document 1999 Orientation Course” T-05-C in the period of 25th – 28th May 2009. The Course was carried out on the territory of the Republic of Hungary, and was supported by the Federal Republic of Germany.

It consisted of two parts, the theoretical part held in Budapest, and the practical part in Kecskemé (Visit to an Air Base) and Szentendre (Visit to a Military Facility or Formation & Demonstration of a New Type of Weapon).

The purpose of this course was to provide the participants with a theoretical overview of the Vienna Document 1999 (VD ’99), giving a comprehensive analysis on both theoretical and practical level of its implementation.

The course objectives were as follows:
- To overview the specific elements of VD ’99 highlighting the most comprehensive and commonly followed rules and procedures of its execution;
- To provide the participants with information on the current situation in the implementation of the chapters “Visit to an Air Base, Visit to a Military Facility or Formation” and “Demonstration of New Type of Weapon System”;
- To focus on the duties and responsibilities of the personnel to be engaged in the implementation.

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tation of the aforementioned arms control document, thus demonstrating the real spirit of the confidence and security building measures.

- To train the participants employed as visitors/evaluators or escort team members in the subjects related to planning and conducting such activities, on the basis of best practices;

- To deepen contacts between representatives of national organizations and agencies engaged in the accomplishment of arms control and security and confidence building measures;

- To provide the participants with an opportunity to exercise or “observe” the real events during the practical part of the course, thus showing areas and ways on how to work in the future through this form of cooperation on national, regional and international level.

Eighteen participants from six MAG countries participated at the Course, namely from Albania (3), Bosnia and Herzegovina (3), Croatia (3), The Former Yugoslav Republic of Macedonia(*) (3), Moldova (3), and Slovenia (3). Lecturers came from Austria (1), Germany (1) and Hungary (1), and took part in the theoretical phase of the Course by delivering presentations on their topics. Another 6 assistants (Escort Team members) assisted execution of the Course activities during the practical part.

This Course, organised for the second time in Hungary, was designed for military and civilian representatives of the countries of Southeast European region. The four-day Course provided the participants with the opportunity to meet their colleagues from the SEE region, as well as representatives/experts from OCSE countries, organizations and agencies, all dealing with the execution of the VD ‘99 and/or other arms control treaties.

During the theoretical part, the three lecturers delivered presentations on the following topics:

- “Historical Background of CSBMs in Europe and their Contribution to International Stability and Peace”;

- “VD ’99: Contents, Main Components, Structure and Basic Definitions, Connection between the Chapters”;


VISITS TO RACVIAC

Director Col Željko Cepanec welcomed the distinguished guests, while LtCol Ewald Keller, Planning & Liaison Officer for Western Europe and International Organisations, provided the guests with a presentation on the history, mission and accomplishments of RACVIAC – Centre for Security Cooperation.

The Belgian delegation expressed particular interest in RACVIAC’s objectives and its cooperation with other similar organizations.

On Friday 25th September the delegation of the Ministry of Defence of Bosnia and Herzegovina, led by Ms Marina Pendeš, Deputy Minister of Defence, arrived to RACVIAC as part of their visit to the Croatian Ministry of Defence.

The delegation also included Mr Zoran Šajinović, Assistant Minister for International Defence Cooperation, Colonel Tomo Kolenda, Head of Department for Personnel, Mr Anto Ivanković, Head of Office of the Deputy Minister, and Colonel Dragoš Milanković, Defence Attaché of Bosnia and Herzegovina to the Republic of Croatia.

The distinguished guest were welcomed by the Director of RACVIAC Ambassador Nedžad S. Hadžimusić and Deputy Director Col Željko Cepanec. LtCol Ewald Keller, Planning & Liaison Officer for Western Europe and International Organisations, presented the guests with information on the history, mission and accomplishments of RACVIAC – Centre for Security Cooperation.

The delegation expressed great interest in RACVIAC’s work and was particularly impressed with RACVIAC’s cooperation with other organizations.
GOO BYES

RACVIAC bids farewell to its Deputy Director Colonel Tomislav Vibovec. It has been a great pleasure working with him during his one-year tour of duty at RACVIAC which ended in July 2009.

We would like to thank Colonel Vibovec for his professionalism and substantial contribution to promotion of RACVIAC and its restructuring. His enthusiasm and devotion to his duty at RACVIAC, as well as his discipline, have been highly appreciated. He was not only an efficient and successful Deputy Director, but also a great colleague and a helpful friend. We would also like to congratulate Colonel Vibovec on his appointment to new duty at NATO School Oberammergau in Germany. We wish him and his family all the best in the future.

RACVIAC bids farewell to our former S3 Operations Officer Lieutenant Colonel Manfred Blümmel, the Austrian National Representative at RACVIAC.

He spent two years with us in his second tour of duty at RACVIAC. He fulfilled his mission on a high professional level, and conducted numerous tasks with patience and experience.

We would like to thank Manfred for his work and friendship during his time at RACVIAC and wish him all the best in his future career.

Workshop on Transition of Military Personnel

The 10th Workshop of Working Group 1 on career transition support to separated military personnel was held in the period from 15th to 17th June 2009 in a pleasant environment of the Hotel Metropol, at the Ohrid lakeside. The workshop was successfully conducted as a combination of individual presentations, subject matter lectures, group work and open discussions.

During two working days, 32 participants from 12 countries, together with NATO and regional OSCE representatives, had a chance to elaborate several important aspects of military personnel transition process that had not been analysed in detail before - primarily job fairs as the main workshop topic, and the critical element of employment support.

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Open Skies Treaty - Aerial Observation Course

In line with RACVIAC’s Programme for 2009, the Cooperative Security Environment Pillar (CSE) organized and executed the Open Skies Treaty Orientation – Aerial Observa-
After more than two years of service, Lieutenant Colonel Thomas Mergel left RACVIAC and went back to the German Armed Forces.

During his tour of duty at RACVIAC he worked as the Chief Planning & Liaison Officer for Western Europe and International Organisations. We take this opportunity to thank him for all his work and friendship. We will miss him greatly and would like to wish him success in his future career.

Major Lazaros Lazaridis, the representative of Hellenic Armed Forces at RACVIAC is leaving us after 3 years of service at RACVIAC – Centre for Security Cooperation.

Major Lazaridis worked as Seminar Director, and subsequently as Subject Matter Expert in Training & Verification Division. During his tour of duty in RACVIAC he fulfilled his mission on a highly professional level, and conducted numerous tasks and activities. We appreciate all that he has done, and wish him successful continuation of his military career.

The course was designed for military representatives of the countries of Southeast European (SEE) region.

Since 2002 RACVIAC has been organizing Courses on Treaty on Open Skies (OST) based on explicitly expressed need of SEE countries. The Course has become one of the most distinctive products of RACVIAC, in which the synergy of several institutions comes into play. The two-week Course provided the participants with the opportunity to meet their colleagues from the SEE region as well as the representatives/experts coming from different countries and agencies engaged in the execution of the Open Skies Treaty (OST) and/or other arms control regimes.

The course was designed as a combination of theoretical (lectures/presentations) and practical activities and it gathered seven participants from seven different countries (Albania, Bosnia and Herzegovina, the Former Yugoslav Republic of...
GOOBYES

After almost 5 years of service at RACVIAC, as Seminar Officer in Dialogue and Cooperation Division, Ms Zorica Lokas gathered RACVIAC staff on her farewell party. It was not an easy moment for all of RACVIAC staff, because her high standard of professionalism, enthusiasm and devotion, as well as her personal kindness and friendship, will be greatly missed. It was a sincere pleasure to work with her, and to have her with us at RACVIAC. She returns to Ministry of Defence in Skopje (MK), from which she came to our Centre. We wish her all the best in her future career, and hope we will meet her very soon.

RACVIAC would like to thank Lieutenant Colonel Mario Stefano Riva for his tour of duty at RACVIAC, where he served as Seminar Director in Dialogue and Cooperation Division since 1st December 2006. He successfully cooperated with all RACVIAC staff, and proved himself as one of the most creative organizers of RACVIAC’s activities. He will continue his work on internationally related tasks at his new post with the Italian Armed Forces, and we hope we will meet him again soon.

Study trip to the Federal Republic of Germany - a look into the future

Designed as an expert forum, Working Group 1 (WG1) evolved in accordance with the paradigm introduced by RACVIAC - separated military personnel career transition as the permanent function of any human resources management system. This approach enabled full spectrum of case studies dealing with always-different aspects of the process itself. Equally, WG1 continues to apply the real-time support modality, which means that the members are in a position to directly present their own requirements in accordance with the latest defence system development needs. This principle became particularly critical during the last two years in the context of ongoing defence system modernization processes, including the omni-present creation of all-volunteer forces (professionalization).

One of the frequently repeated requests for RACVIAC has been to provide WG1 members with the opportunity to study a specific example of well-established advanced system in one of the Western European countries. The joint WG1 member countries’ conclusion was that the Federal Republic of Germany presents the best choice for this purpose.

For this reason, one of the main goals regarding RACVIAC WG1’s activities in 2009 was to provide its members with the opportunity to visit an organization that is the main proponent in the same field of interest, in this case named the “vocational advancement support”.

The main goal of this study visit was to provide WG1 core members with a sort of a look into the future - an insight into the core concepts of one of the most advanced career transition systems, which is extremely purposefully designed and successfully integrated into the existing system of military personnel management.
This activity was planned, organized and executed as the result of cooperation between RACVIAC - Centre for Security Cooperation and the Federal Ministry of Defence (hereafter BMVg) of the Federal Republic of Germany. In accordance with the in-country approach and the nature of the event itself (study field trip), the Agenda was developed in close coordination and ultimately arranged by the host itself - Vocational Advancement Service, BMVg. At the same time, all organizational responsibilities were coordinated and shared in advance and in accordance with the RACVIAC’s standard policy when it comes to activities that are organized outside RACVIAC HQ. Support provided by BMVg in this matter was more than adequate and efficient, which was acknowledged by all participants, including RACVIAC staff involved.

After highly enjoyable reception at the BMVg the day before, joint work started with the existing vocational advancement system familiarization. This first part of the visit was carried out in Vocational Advancement Service in BMVg Bonn, while the second day included field trip to Koblenz, the location of the Regional Vocational Advancement Service.

There was a total of 17 participants from the following countries: Albania, Bosnia and Herzegovina, the Former Yugoslav Republic of Macedonia*, Moldova, Norway, Serbia. This number includes also members of RACVIAC staff and organizations being in direct contact with the corresponding activities in member countries.

The event itself had a standard WG1 activity structure and lasted for two working days, during the period from 2nd to 4th September 2009.

This type of event (study field trip) had never been conducted before. Thus, it fully supports new policy of RACVIAC on introduction of new activity modalities for the year 2010. For the same reason, this concept was an obvious refreshment for the permanent WG1 members, who were in the position to gain experience at the Regional Vocational Advancement Service.

Due to the nature of the event itself, on this occasion the participation policy was slightly different than before, with regard to the number of participants per country and involvement of WG1 members that do not originate from core countries.

Mr Hrastić spent almost a year with us and has proved himself an excellent team player, able to carry out all sorts of tasks for the benefit of our organization. We wish him all the success in his future career.

Colonel Željko Cepanec, from Croatian Army was appointed as the new Deputy Director in August 2009. Colonel Cepanec was born in 1960 in Sveti Petar Čvrstec, Croatia.

He has an M.D. degree in Political Science, from the University of Zagreb, Croatia, and he also successfully completed Naval Postgraduate School, in Monterey, (CA, USA) - obtaining M.A. degree in International Security and Civil-Military Relations. Before his current duty he was the Senior National Representative with US CENTCOM for four years. He also published international publication "Croatia and NATO: The Stony Road to Membership".

Colonel Cepanec has been awarded six Homeland War decorations and medals. He speaks English and German fluently. He is married and has 5 children.
The new Secondee from Greece Lieutenant Colonel Konstantinos Alexopoulos, serving in RACVIAC as the Subject Matter Expert on Arms Control Treaties, was born in Kalama (Greece) in 1965.

After completing the Hellenic Military Academy (Evelpidon) in 1987, he also graduated from the Hellenic Army War College. In addition to that, he possesses an MA degree in Strategic Studies, from Naval Postgraduate School, Monterey (California, USA).

He has been awarded with national military medals and commendations, the NATO Non-article 5 Medal and the French Gold Medal of National Defence. He is married and has one daughter.

RACVIAC proudly welcome Lieutenant Colonel Stefan Miene, the new Programme Manager for Cooporative Security Environment with focus on Arms Control.

After graduating from military academies in Germany and Ukraine, Mr Stefan Miene has had a successful military career in the Bundeswehr, being assigned to various military positions as commanding or staff officer.

He gained a lot of experience during military missions to Europe and Central Asia and has acquired large amounts of knowledge in arms control issues, both in theory and practice. Among others, his professional CV includes posts at OSCE and as a defence attaché, which emphasizes his military-political background.

very source. As scheduled, the visit started with welcome reception and dinner, which was hosted by Mr. Jürgen Schmidt at the BMVg in Bonn. WG1 delegation was received with sincere hospitality and openness, which continued throughout the entire activity and beyond. The visit programme itself was designed as a combination of subject matter expositions, open discussions and, what is most important, direct insight into the existing support mechanisms and available resources. Mr. Jürgen Schmidt himself opened the first day with a comprehensive introduction into the subject matter. He was followed by Mr. Jörg-Michael Winkler, who presented core concept and achievements of German Vocational Advancement Support System, while Mr. Peter Leßenich spoke about the specific solution regarding the corresponding military training, which is recognized by the civilian vocational training system and can thus be organized within the existing military training system. This is one of the major components that most of the regional countries still lack and it should be resolved in the future developments of their national education systems.

The first working day was concluded by Mr. Ferdinand Bolzius, who delivered expose on another subject that has great utilisation potential for all of WG1 member countries when it comes to their security integration efforts, or in other words their future participation in joint international missions abroad. He spoke on special social benefits for members of the armed forces taking part in international military missions, including some special military personnel categories, such as military being disabled as the result of this participation.

After first day, of a more introductory nature, the second one brought more practical issues and it was based entirely on the field trip to Regional Vocational Advancement Centre in Koblenz. The visit was actually executed in the Metal and Technology Centre of the Chamber of Crafts, which is the BMVG’s strategic partner in the key activity of the entire process - the vocational training.

In this modern state-of-the-art training facility, head of the Regional Vocational Advancement Centre Ms Christiane Heintze introduced WG1 members with the mission, the scope and type
of the vocational advancement support services provided at the Centre. The programme continued with comprehensive information on the cooperation between German Bundeswehr and the industry. From the presentation of Col Hans-Joachim Benner and the real-life examples that were shown during the participants’ walk through the training centre, it was more than obvious that German industry is truly interested in gaining personnel who is trained in accordance with the latest technological requirements.

It was evident that in case of Germany, all of the career transition support mechanisms actually create a comprehensive welfare system, which is primarily designed for the purpose of acquisition and retaining of high-quality personnel. Its starting point is the fact that in the environment of developed economy, the military organization must have sufficient resources in order to be competitive on the labour market. The career transition support mechanisms actually represent an added value, which often serves as the decisive point in choosing future career among young people who are just starting their working life.

Participants marked the entire event as highly interesting and useful. It was evaluated as one of the most successful WG1 activities in 2009. Obviously under the impressions from this visit, one of the major proposals given is to continue with this newly established and evidently successful practice. There was a direct request stated to have another visit in the near future to following two countries: France and Kingdom of Norway.

RACVIAC will definitely support this initiative and try to include one similar activity in its future programme.

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Better Management of Defence Resources, Including Integrity Building in the Armed Forces

This Conference was a direct result of a successful continuous partnership that was established between NATO Defence and Security Economics Directorate (NATO DSED) and RACVIAC - Centre for Security Cooperation (RACVIAC) a year ago. In October 2008 there was a similar event held that focused on a single and more specific defence resources management issue: the career transition process for separated military personnel. Both sides agreed to continue their highly successful cooperation and this year brought together the second NATO-RACVIAC Conference on somewhat broader but more essential subject, especially if we look at it in the light of latest global financial trends. All of the Conference subjects were selected in the context of defence resources management systems facing significant limitations due to latest global financial crisis and continuation of transition processes. Thus, the Conference primarily discussed these extreme conditions of operations as well as development of relevant mechanisms of budgeting, control of expenditures and procurement; requirements of continuous improvement and innovation in the field of management, including process of integrity building within the security

RACVIAC welcome a new staff member Major Arjan GJYLA, the Subject Matter Expert on Arms Control Treaties and an officer of Albanian Armed Forces.

Major Gjyla was born on 8 June 1971 in the historic city of Lushnja. He attended the Albanian Military Academy “SKENDERBEJ”, where he graduated as an engineer officer in July 1994.

During his military career, he has served in various positions as commander of units and as staff officer for training and operations, up to the level of Regional Supporting BDE HQ.

He is married and has two children – a daughter and a son.

He graduated from Military Academy in 1989. For the better part of his military career LtCol Keller has served in various functions as a Military Police Officer, and in that capacity he has been deployed to International Missions in Syria, Israel, Croatia and Kosovo. His last post was the Section Chief for Psychological Operations with the Austrian Joint Forces Command. In this capacity he performed a three-year tour of duty at EUROKORPS HQ in STRASBOURG, FRANCE. LtCol KELLER devotes his spare time to his two sons and the restoration of vintage motorcycles.

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He is married and has two children – a daughter and a son.
Our new staff member, Subject Matter Expert on Integrity Building Mr Milan Janićijević was born in FYROM* capital Skopje in 1975. Mr Janićijević joined the Ministry of Defence in 2001, where he initially worked at the Personal Office of the Minister of Defence. He joined RACVIAC from the position of Advisor for NATO at the Department for International Cooperation. He attended educational and training programmes abroad, such as temporal employment in the FYROM* Mission to NATO (internship in Brussels, Belgium), Partner Staff Officer Familiarization Programme (Brussels and Mons, Belgium), Military Terminology Course (Stans, Switzerland), Integrated Partner Orientation Course (Rome, Italy) etc. He is also a student of the MA Defence Studies at the St. Cyril and Methodius University in Skopje. He is married and has two sons.

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RACVIAC is happy to welcome 1st Lt Marija Čičak, a valuable addition to our team filling the new post of Public Affairs Officer.

1st Lt Čičak began her military career in 1993. In 2001 she became a member of the International Military Operation Center-IMOC and was assigned to duties of personnel officer, procurement officer and public relations officer. In 2004 she was sent to UN mission UNMOGIP in India and Pakistan and served as a military observer for one year. Before her current duty with RACVIAC, she served as an international military cooperation officer at Croatian Army PSO Centre—CAPSOC. She is married and has three daughters.

As stated, both partner organizations were engaged in the development of activity programme within the previously established main objectives. Thus, both NATO and RACVIAC provided the speakers. NATO covered Europe mainland and North America, while RACVIAC introduced speakers from the region. For the first time, Central Asia was represented by the Republic of Azerbaijan. The Conference itself was designed around six panel sessions chaired in turns between two partner organizations. NATO-RACVIAC Conference on “Better Resources Management, Including Integrity Building in the Armed Forces” was the fourth SSR activity in 2009. Its execution was originally planned to be in Mali Lošinj, Croatia. Due to some organizational contingencies that occurred in the meantime, it was relocated and successfully conducted at RACVIAC HQ in town of Rakitje. There was a total of 38 participants from Albania, Azerbaijan, Bosnia and Herzegovina, Bulgaria, Canada, Croatia, the Former Yugoslav Republic of Macedonia*, Moldova, Montenegro, Russia, Serbia, the United Kingdom, and the United States, including members of RACVIAC staff, NATO and governmental and non-governmental organizations being in direct contact with the subject matter in the participating countries. The event itself had a standard Conference structure and lasted for two working days, from 14 to 16/17 September 2009. Due to late Conference closing time, 17 September was envisaged as the departure day.
The Conference was designed with the goal to establish a common platform for mutual exchange of views and experiences on major aspects in the area of defence resources management within the context of building integrity in defence institutions, primarily from the perspective of several NATO member and partner countries in Europe and North America, including the SEE region. After traditional reception that was hosted by RACVIAC in the historic town of Samobor, joint work started with the Conference opening welcome addresses by Ambassador Nedžad Hadžimusić, Director of RACVIAC, and Mr. Michael Gaul, Head of NATO DSED, followed by the keynote presentation provided by Mr. Dragan Nikolić, MoD of the Former Yugoslav Republic of Macedonia. The first Conference day included presentations by the most eminent experts in the field of defence resources management from North America, Europe and the region. Mr. Neil Davies, PhD, Chief Economist and Director of Defence Analytical Services and Advice (DASA) in the Ministry of Defence of the United Kingdom, gave presentation on the issue of managing defence resources in time of financial crisis and bearing down on cost growth. The main conclusions of this expose go for the improvement of the basics in defence resources management, alignment of needs with the available resources, and usage of already existing solutions to improve capabilities. Dr. Todor Tagarev, Director of Centre for Security and Defence Management in Sofia, Bulgaria, spoke about improving the governance in the management of security and defence resources through application of comprehensive approach and permanent exchange of latest experiences among countries that share similar issues. After the first session that was dedicated to improvements in the subject matter area, the second session brought interesting views on enhancement of accountability and transparency, and consequently the integrity building within the security and defence systems. First to give his presentation on this topic was Mr. François Melese, PhD, eminent Professor of Economics from Defence Resources Management Institute, Monterey. Professor Melese presented some interesting ideas on how to improve instruments of measuring accountability, transparency and control of expenditures. The main idea of his presentation was that without transparency and accountability, there is no true efficiency and effectives in defence sector - “legal use of funds” and “best use of funds”. He was followed by Rear Admiral (retired) Hugh Edleston, senior defence consultant in Transparency International UK. Admiral Edleston talked about ways for strengthening transparency and reducing corruption risks. The continuation of the Conference brought discussions on objective-based budgeting from the NATO SHAPE experience, which was presented by Mr. Attila Balla, while Mr. Paul Ballinger introduced an interesting case study on setting the clear rules and regulations for procurement from NATO’s point of view. Mr. Adrian Kendry and professor Melese, who gave his second expose, concluded the first working day. Mr. Kendry outlined the implications of the ongoing financial crisis, while Mr. François Melese presented his ideas on economic growth as basis for modern defence and security expenditures. Each presentation was followed by intensive discussions, which presented the real value of this Conference. After the first day that brought more academic level of discussions, second day addressed regional development issues in Defence Resources Management sector with the latest cross-section of the current challenges and possible solutions. This preview included majority of the RACVIAC’s core member countries that were rep-
resented by the national subject matter experts. Speakers were as follows: Colonel Bardhyl Hoxha, Commander of the Support Command, Albanian MoD; Ms Alma Hadžić, Chief of Programme and Budget Department, MoD of Bosnia and Herzegovina; Mr. Ante Modrić, Director of Finance and Budget Directorate, Croatian MoD; Mr. Sarvan Sadiqov, Senior Advisor in National Assembly of the Republic of Azerbaijan; Ms Lidija Levkovska, DRM Advisor in MoD of the Former Yugoslav Republic of Macedonia*; 1st Lieutenant Andrei Stegnaci, Moldovan MoD; Mr. Vladislav Karadžić, Senior Advisor in Budget Department of Montenegrin Ministry of Finance; and Major Igor Bojanić, Desk Officer in Logistics Department of Serbian MoD.

The participant marked the entire event as highly successful. It was actually evaluated as one of the most successful WG1 activities in 2009 - a flagship event.

The reason for this can be found in the fact that this Conference gathered for the first time an exceptional forum of defence resources management experts, providing a unique opportunity for all of them to directly exchange latest experiences and questions in this significant field of interest. In this way RACVI-AC truly mediated the creation of personal and professional connections, which should have positive long-term results. This was especially valuable for the regional subject matter experts. In addition, the Conference brought perfect benchmark for the instant evaluation of the regional defence resources management systems by their own proponents. One of the most indicative messages that were sent during the Conference included the idea of permanent and regular exchange of experience, including development of joint projects.

This is one the indirect but very important Conference outputs that lays down a foundation for future cooperation efforts in the area of defence resources management, which is and will be one of the crucial security/defence systems in the years to come. The end of the Conference only confirmed this initiative and brought concrete suggestions regarding the future topics within the same field of interest. Here are some of them: forcing modernization and downsizing, offset programmes, joint procurements (in the context of regional cooperation), workforce development (human capital), etc. Both RACVIAC and NATO DSED should support these ideas with their best resources.

* Turkey recognizes the Republic of Macedonia with its constitutional name

**Seminar: Review of National Projects and Identification of Areas for Assistance**

From 22nd to 24th September 2009 RACVIAC - Centre for Security Cooperation conducted the Regional Seminar on Armed Violence Prevention in cooperation with South Eastern and Eastern Europe Clearing-house for the Control of Small Arms and Light Weapons (SEE-SAC) The seminar was sponsored by UNDP and the Kingdom of Norway. It comprised a combination of presentations, thematic working groups and open discussions with the aim to help the participating countries in developing and implementing their national armed violence prevention policies, strategies and programmes. It also focused on the implementation of the commitments contained within the Geneva Declaration on Armed Violence and Development in the aftermath of the regional conference on Armed Violence and Development held in Sarajevo in December 2008. The seminar gathered 12 participants from the following Southeast European (SEE) countries: Bosnia and Herzegovina, Republic of Croatia, the former Yugoslav Republic of Macedonia*, Republic of Moldova, Montenegro and the Republic of Serbia. The participants represented relevant ministries, agencies and institutions, which are directly
involved in armed violence prevention. In addition, 7 experts and special guests from UNDP and Small Arms Survey (SAS) were also present and they significantly contributed to the seminar’s overall success.

On 23rd September 2009, the seminar was officially opened with the speeches of Ambassador Nedžad HADŽIMUSIĆ, Director of RACVIAC, and Mr. Diman DIMOV, SEESAC Team Leader. During the seminar the speakers from SAS and UNDP provided the participants with comprehensive presentations on the Geneva and Sarajevo Declarations on Armed Violence and Development as well as on Armed Violence Prevention Programmes. Ms. Elisabeth GILGEN, an associate researcher from SAS, held the first presentation, during which she presented a global overview of human and economic costs of armed violence, making a specific focus on homicide rates in the countries of South Eastern Europe. Ms. E. GILGEN also presented the Geneva Declaration including its implementation on diplomatic, academic and programming level. The elements of the mentioned programmes that were covered in his presentation included assessments, data management, monitoring and evaluation as well as national policies and strategies on armed violence prevention and the development of armed violence prevention programmes at the local community level.

During the same working day, the representatives from participating countries also gave the presentations on national policies/strategies on armed violence prevention and the implementation of armed violence prevention projects/activities:

- Mr. Aleksandar ARNAUT, Senior Inspector, Ministry of Interior, Bosnia and Herzegovina presented measures undertaken by BIH authorities for the control over SALW, destruction of SALW exempted from illegal possession, improvement of laws for combating illegal possession of arms, reducing family violence etc.;
- Professor Dean AJDUKOVIĆ President of the Society for Psychological Assistance, Republic of Croatia made a presentation on the project aimed at capacity building for multi-level community response to gender-based violence in Croatia;
- Mr. Damir BOGDANOVIĆ, Chief Inspector, Lawyer at Ministry of Interior, Republic of Croatia talked about engaging communities in fighting crime in support of the Ministry of In-

UNDP in Croatia, provided a presentation on Key Elements of Armed Violence Prevention Programmes, highlighting best practice and lessons learned.
The Former Yugoslav Republic of Macedonia* gave a presentation titled: “Armed violence reduction and prevention: The case of the former Yugoslav Republic of Macedonia*”;
- Lieutenant Alexei BELOUS, Senior Inspector at the Ministry of Interior, Republic of Moldova, presented the situation in Moldova regarding crime control, arms control projects, law on SALW control, national strategy for the control of SALW;
- Ms. Sandra BUGARIN, Senior Police Commissioner, Planning and Development Department, Police Directorate, Montenegro, mentioned measures undertaken by the authorities of Montenegro for the prevention of armed violence in society;
- Mr. Jakov ROGAN, Junior Police Sergeant, Department of Homicide, Ministry of Interior, Republic of Serbia, presented measures undertaken by the authorities of Serbia for the prevention of armed violence.

In addition to plenary sessions comprised of individual presentations and open discussions, the participants also worked in groups on the following thematic issues:
- Security perception surveys;
- Data management;
- Monitoring and evaluation mechanisms for armed violence prevention (AVP); development of national policies and strategies for AVP;
- Mainstreaming gender and youth into AVP;
- Establishment of implementation mechanisms for AVP;
- Development of AVP programmes at local level (community security plans);
- Funding requirements for development and implementation of AVP programmes.

The audience was divided into two working groups headed by Mr. D. DIMOV and Mr. H. RISSER. This methodology worked remarkably well providing the participants with an opportunity to share experiences and lessons learned in the development and implementation of armed violence prevention policies, strategies and programmes.

The Seminar was conducted in a cooperative and productive manner. All Seminar learning objectives were fully achieved. The participants showed great interest in sharing best practices and experience on AVP with countries in the region and acknowledged once again the importance of the linkage between armed violence prevention and social and economic development. The findings and conclusions from the working groups will serve SEESAC as a reference for the identification of countries’ needs for assistance in the field of armed violence prevention. The participants have also expressed their interest to include the topic of AVP data management as part of the agenda for the next seminar to be held in 2010.

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