

## Curriculum Vitae



**Family Name:** ŠIJAN

**First Name:** MILENA

**Date of Birth:** January 9, 1969

**Nationality:** Croatian

**e-mail:** milena@nature-and.adventure.com

**web:** www.nature-and-adventure.com

### EDUCATION

<i>Institution:</i>	University of Split, Faculty of Sciences
<i>Date: from (month/year) to (month/year)</i>	September 1987 – November 1992
<i>Degree(s) or Diploma(s) obtained:</i>	<b>mag. educ. biol. et chem.</b> University award for the best student of the year 1989
<i>Institution:</i>	University of Molise, University of Split, Faculty of Sciences
<i>Date: from (month/year) to (month/year)</i>	January 2002 – March 2005
<i>Degree(s) or Diploma(s) obtained:</i>	<b>univ. bacc. oecol.</b>

### LANGUAGE SKILLS (mark 1 to 5 for competence; 5 = best)

<i>Language</i>	<i>Reading</i>	<i>Speaking</i>	<i>Writing</i>
Croatian	mother tongue	mother tongue	mother tongue
English	4	4	3
Slovenian	5	5	3

### MEMBERSHIPS

- Member of the IUCN TAPAS group (Tourism and Protected Areas Specialist group)
- Member of the Croatian working group for the Action plan for Green Tourism
- Member of the Croatian mountaineering club "Mosor"
- Member of the Croatian mountain rescue service
- Member of the Association for nature, environment and sustainable development Sunce
- Member of the Via Dinarica association

### OTHER SKILLS

- General computer literacy (Microsoft Windows operating system)
- Member of the First Croatian Female Expedition "Cho-Oyu 2007"
- Member of the Second Croatian Female Expedition "Cho Oyu 2007" and "Everest 2009"
- Summiter of Mount Everest on May 21, 2009.**
- Scuba diving licence R\*\* CMAS
- Driving licence since 1991
- Certificated education in various rescue and alpinism skills
- Member of the Croatian adventure racing teams (2000-2005)

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- 🏆 Award winner: Ponos Hrvatske (2009 - 24 sata, HTV, Croatian President), Best Female Sport Team (2007, 2009 – Sportske novosti), Poseban športski pothvat (2007, 2009 – Croatian Olympic Committee), Award for special accomplishment in sport (2009 - City of Split, Split-Dalmatia County)

### PRESENT POSITION

- 🏆 Consultant for sustainable tourism and nature protection and active tourism guide-owner of the Nature & Adventure, small business for consulting and services

### PROFESSIONAL EXPERIENCE

<p><i>Date</i></p> <p><i>Location:</i></p> <p><i>Company:</i></p> <p><i>Position:</i></p> <p><i>Description:</i></p>	<p>January 2018 →</p> <p>Croatia, Region</p> <p>Nature &amp; Adventure</p> <p><b>Consultant, Active tourism guide</b></p> <p>Consulting and education in the field of nature conservation and sustainable tourism on the national and international market. Guiding in adventure tourism. Managing of ow business entity.</p>
<p><i>Date</i></p> <p><i>Location:</i></p> <p><i>Position:</i></p> <p><i>Description:</i></p>	<p>April 2017 - October 2017</p> <p>Croatia, Region</p> <p><b>Active tourism guide, Consultant</b></p> <p>Consulting in the field of nature conservation and sustainable tourism on the national market. Guiding in adventure tourism.</p>
<p><i>Date</i></p> <p><i>Location:</i></p> <p><i>Company:</i></p> <p><i>Position:</i></p> <p><i>Description:</i></p>	<p>January 2011- April 2017</p> <p>Split, Croatia, Region</p> <p>Association for Nature, Environment and Sustainable Development Sunce</p> <p><b>Project manager in the Nature Conservation Program</b></p> <p>Comprehensive management of national, cross-border and international projects, supervising the project team and contracted external associates, consultants and companies. Ensuring the fulfilment of obligations towards contracting authorities and donors in the implementation of project activities. Close co-operation and exchange of experience with numerous partner institutions (public institutions for the management of protected and Natura 2000 areas, national and international civil society organisations, private sector).</p>
<p><i>Date</i></p> <p><i>Location:</i></p> <p><i>Company:</i></p> <p><i>Position:</i></p> <p><i>Description:</i></p>	<p>January 2009- January 2011</p> <p>Split, Croatia, Region</p> <p>Association for Nature, Environment and Sustainable Development Sunce</p> <p><b>Assistant in Nature Conservation Program</b></p> <p>Technical and professional assistance and support in the implementation of national, cross-border and international projects. Communication with the project team and contracted external associates, consultants and companies. Support in meeting obligations towards contracting authorities and donors in the implementation of project activities. Co-operation and exchange of experience with numerous partner institutions (public institutions that manage protected and Natura 2000 areas, civil society organisations).</p>
<p><i>Date</i></p> <p><i>Location:</i></p> <p><i>Company:</i></p> <p><i>Position:</i></p> <p><i>Description:</i></p>	<p>November 2006-April 2007</p> <p>Croatia</p> <p>Croatian Agency for the Environment and Nature</p> <p><b>External expert</b></p> <p>Scientific analysis of the river otter (<i>Lutra lutra L.</i>) in the Alpine and the Mediterranean bioregion in Croatia.</p>

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<i>Date</i>	October 2005 - April 2006
<i>Location:</i>	Zagreb, Croatia
<i>Company:</i>	Green Action
<i>Position:</i>	<b>Nature protection assistant</b>
<i>Description:</i>	Organization and implementation of the "Green Belt Velebit" project focusing on field organisation and processing of river otter monitoring data.
<i>Date:</i>	June 2003- September 2006
<i>Location:</i>	Croatia
<i>Company:</i>	Out-door tourism agencies
<i>Position:</i>	<b>Team building and active tourism guide</b>
<i>Description:</i>	Designing and conducting of adventure tourism tours.
<i>Date:</i>	February 2002-June 2002
<i>Location:</i>	National Park Krka
<i>Company:</i>	USAID project
<i>Position:</i>	<b>Project manager</b>
<i>Description:</i>	Management of the USAID project "Interpretation in National Park" in the area of the NP Krka, project team supervision and communication with donors.
<i>Date:</i>	February 1995.- November 2008.
<i>Location:</i>	Split
<i>Company:</i>	Elementary and secondary schools
<i>Position:</i>	<b>Teacher of biology and chemistry</b>
<i>Description:</i>	Curriculum management - preparation of teaching, transfer of knowledge, cooperation with other teachers, monitoring of each student's development, organization and implementation of extracurricular activities.

### RELEVANT WORKSHOPS/TRAININGS/CONFERENCES

<ul style="list-style-type: none"> <li>🚩 National workshop: "<b>Development of green and sustainable tourism</b> ", Croatian Ministry of tourism, May 2018, Zagreb (participant)</li> <li>🚩 International workshop: „<b>Mitigating the impact of underwater noise on marine biodiversity with specific focus on seismic surveys in the south eastern European waters in the Mediterranean Sea</b>", November 2017, Podstrana, Croatia (moderator)</li> <li>🚩 Regional workshop: <b>Linking Biodiversity to National Economic and Social Priorities in the EU Member States</b>, May 2017, Barcelona (presenter)</li> <li>🚩 Conference: <b>The Present and Future of Sustainable and Responsible Tourism</b>, May 2017, Zagreb (presenter)</li> <li>🚩 Conference: <b>Mediterranean Marine protected areas Forum, 2016</b>, Tangier, Maroco (presenter)</li> <li>🚩 Conference: <b>Monitoring and Management of Visitors in Recreational and Protected Areas, 2016</b>, Novi Sad, Serbia (presenter)</li> <li>🚩 Congress: <b>Planet at the crossroads</b>, IUCN World Conservation Congress, 2016, Honolulu, Hawaii</li> <li>🚩 Training workshop: <b>Interpretation of the natural values in the MPA Lastovo island</b>, 2016, Lastovo, Croatia (organizer and trainer)</li> <li>🚩 Training workshop: <b>Interpretation of the natural values in the MPA Telašćica</b>, 2016, Sali, Croatia (organizer and trainer)</li> <li>🚩 Training workshop: <b>ABC for Management Planning, 2016</b>, Čilipi, Croatia (organizer and trainer)</li> <li>🚩 Seminar: <b>Active tourism and nature protection</b>, 2016, Dubrovnik, Croatia (organizer and presenter)</li> <li>🚩 Training workshop: <b>Nature protection for guides in active tourism</b>, 2016, Vrljika, Croatia (organizer and trainer)</li> <li>🚩 Training: <b>Planning for Sustainable Tourism in Protected areas</b>; (in total 3 parts): NOAA, WWF, 2014, 2015., Turkey, Italy</li> </ul>
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	<ul style="list-style-type: none"><li>✚ Training: <b>Training on Habitats Directive Monitoring &amp; Reporting</b> , SINP, September, 2013, Zagreb, Croatia</li><li>✚ Workshop: <b>NATURA 2000 management and monitoring</b>; MANMON project, January 2012, Zagreb, Croatia</li><li>✚ Training: <b>Facilitation, conflict understanding and transforming</b>, MedPAN South project, 2012, Croatia</li><li>✚ Training: <b>Sustainable financing of marine protected areas</b>, Lastovo, MedPAN South project, 2011. Croatia</li><li>✚ Workshop: <b>Environmental education and awareness raising in Marine Protected Areas of the Mediterranean</b>, November 2011, Vodice, Croatia</li><li>✚ Workshop: <b>Protected areas need tourism, tourism need protected areas</b>, June 2011, Bihać, Bosnia and Herecgovina</li><li>✚ Workshop: <b>Possibilities for cross border cooperation in Mountain Dinara protection</b>- May 2011, Šibenik, Croatia</li><li>✚ Workshop: <b>Strengthening ranger service for Natura 2000 implementation</b> - April, October 2011, Split, Metković, Croatia</li><li>✚ Workshop: <b>Contribution of National Park "North Velebit "and Nature Park "Velebit "ecosystem to local community</b>, May 2011, Krasno, Croatia</li><li>✚ Training: <b>Planning for sustainable fishing in MPAs</b>, 2010., NOAA/WWF, Kas, Turkey</li><li>✚ 3<sup>rd</sup> International Expert Meeting on Marine Biodiversity in the Adriatic <b>"Towards a representative network of MPAs in the Adriatic"</b>, 2010. Institute of the Republic of Slovenia for Nature Conservation, RAC/SAP, Piran, Slovenia</li><li>✚ Training: <b>Sampling methods &amp; experimental designs - Assessing if a marine protected area is effective</b>, 2010., University of Salento (Italy), Lastovo, Croatia</li><li>✚ Training: <b>Marine Spatial Planning training</b>, 2010. NOAA, Zadar, Croatia</li><li>✚ <b>The Third Natura 2000 biogeographic seminar for marine areas</b>, 2010., Brindisi, Italy</li><li>✚ Conference Marine &amp; Coastal Conservation: <b>MPA and Natura 2000</b>, 2010. Eurosite, Marseille, France</li><li>✚ Training: <b>Croatia MPA Management Planning training</b>, 2009. NOAA, Seget, Croatia</li><li>✚ Training: <b>Involving stakeholders in the development of management plans for marine protected areas</b>, 2009., Dialogue Matters, Mljet, Croatia</li></ul>
<b>Biodiversity field research:</b>	<ul style="list-style-type: none"><li>✚ Otter field survey on Krka river, (2015, 2016) financed by protected areas management body</li><li>✚ Marine habitats and species filed mapping on Kovalve (2016); Nature Park Lastovo Islands (2010, 2011, 2012), National Park Brijuni (2010, 2011), Brač (2010), Pakleni otoci (2010), Nature park Telašćica (2011, 2013, 2016)</li><li>✚ Mapping of habitats and species of coastal beaches of Split-Dalmatia County within UNDP Coast project (2009)</li><li>✚ Otter field survey on Cetina and Krka rivers; field survey for deegree thesis, 2005</li><li>✚ Survey trainer in biological camps: Otter Survey in Green belt Velebit organized by Green action Zagreb, 2005</li><li>✚ Otter monitoring in Alpine and Mediterranean bioregion in Croatia for National Monitoring Biodiversity programme, financed by State institute for nature protection, 2006, 2007</li><li>✚ Otter field survey on Zrmanja river, financed by SEA-EAS Project, 2008</li><li>✚ Scientific analysis of Otter (<i>Lutra lutra</i>) in Alpine and Mediterranean bioregion in Croatia, financed by State institute for Nature protection, 2009</li></ul>

### KEY QUALIFICATIONS

Education from natural sciences and sustainable development enabled me five years of work in the education sector and 16 productive years of successful work in nature protection through numerous national and international projects. Work experience as the assistant and then as the project manager within Nature protection program of the Association for nature, environment and sustainable development Sunce, through numerous national and international projects, resulted in a capacity related to protected areas. In the desire to increase

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knowledge, I attended a range of informal education from various topics of nature protection (management planning and sustainable tourism in protected areas, monitoring of species, Natura 2000 ecological network, training, facilitation etc.) and thus focused on the field of interest - protection of nature and the development of sustainable tourism! With a professional career, I have been actively engaged in various outdoor sports for 25 years. As an alpinist of the Croatian Mountaineering Association, I participated in two Croatian female Himalayan expeditions "Cho Oyu 2007" and "Everest 2009" during which I climbed the "Roof of the world" - Mount Everest. Along with alpinism, other sports are also interesting, and I have been a member of the adventure racing team for few years. Fascination about the sea and its protection resulted in diving and my status as the CMAS Diver R \*\*. The bicycle is one of my favourite ways of movement. 25 years of membership in the Mountaineering Association Mosor Split and 13 years of membership in Croatian Mountain Rescue Service complement my connection with nature and useful social work. Based on the acquired knowledge of experience and skills today I act as a consultant for nature protection and sustainable tourism with an emphasis on active tourism, and more precisely speaking, I work on:

- ✚ preparation of strategic documents (management plans, plans for sustainable tourism, action plans for visitor management)
- ✚ supporting in implementation of EU and other international projects described to nature protection and sustainable tourism
- ✚ capacity-building related to the planning of the management of the protected and Natura 2000 areas (workshops, lectures)
- ✚ strengthening the cooperation of local communities and public institutions (designing and facilitating workshops, study visits, lectures, presentations)
- ✚ inclusion in international networks and initiatives
- ✚ creation of educational-interpretative pathways
- ✚ education regarding sustainable tourism in natural areas (workshops, lectures)
- ✚ development of active tourism programs and itineraries
- ✚ designing and production of promotional materials (brochures, videos)
- ✚ biological monitoring of Euroasian river otter (*Lutra lutra L.*)
- ✚ biological monitoring of *Posidonia oceanica* meadows.
- ✚ active tourism guiding

### REFERENCES

#### Strategic Documents:

##### 2018

- ✚ **Model for better management and sustainable use of natural resources in cross border region of the Adriatic Canyoning project (2018.)**  
*Responsibility: the expert for the development of the Model*  
*Contractor: Nature & Adventure, small business for consulting and service*  
*Client: Public institution ZADRA NOVA, Zadar county development agency; Grgura Budislavića 99, 23 000 Zadar*
- ✚ **Model for better management and sustainable use of natural resources of the Zrmanja canyon areas (2018)**  
*Responsibility: the expert for the development of the Model*  
*Contractor: Nature & Adventure, small business for consulting and service*  
*Client: Public institution ZADRA NOVA, Zadar county development agency; Grgura Budislavića 99, 23 000 Zadar*
- ✚ **Management Plan for the Geopark Vis Archipelago (2018)**  
*Responsibility: the expert for the development of the Plan*  
*Contractor: Nature & Adventure, small business for consulting and service*  
*Client: Nautical Centre Komiža Ltd., Ul. Hrvatskih mučenika 17; 21485 Komiža*

##### 2016-2017

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- ✚ **Management Plan for the Island of Lokrum-special forest vegetation reserve** (2016, 2017)  
*Responsibility: the co-coordinator of the expert group for the development of the Plan*  
*Contractor: Association for nature, environment and sustainable development Sunce*  
*Client: Public institution Lokrum Reserve, Od Bosanke 4, 20 000 Dubrovnik*

### 2012-2015

- ✚ **Sustainable Tourism Plan for the "Nature Park Lastovo Islands"** (2014, 2015.)  
*Responsibility: the co-coordinator of the project team for the development of the Plan*  
*Publisher: Public institution "Nature Park Lastovo islands", Trg Sv. Petra 7, 20290 Lastovo*  
*Projects: SEA Med - Sustainable Economic Activities in Mediterranean Marine Protected Areas (2014-2017) and the "Together for nature and environment" (2013-2015) both coordinated by the Association for nature, environment and sustainable development Sunce.*
- ✚ **Sustainable Tourism Plan for the Long Island and the "Nature Park Telašćica"** (2014., 2015.)  
*Responsibility: the co-coordinator of the project team for the development of the Plan*  
*Publisher: Public institution "Nature Park Telašćica", Sali IV 2, 23281 Sali*  
*Projects: SEA Med - Sustainable Economic Activities in Mediterranean Marine Protected Areas (2014-2017) and the "Together for nature and environment" (2013-2015) both coordinated by the Association for nature, environment and sustainable development Sunce.*
- ✚ **Management Plan for the protected areas public Institution "Sea and Karst"** (2014., 2015.)  
*Responsibility: the coordinator of the project team for the development of the Plan*  
*Project: Dalmatian Nature - "Partnerships for Sustainable Use of Protected Nature in Dalmatia" (2014-2016) coordinated by the Association for nature, environment and sustainable development Sunce.*
- ✚ **Management Plan for the "National Park Mljet"** (2013., 2014.)  
*Responsibility: the co-coordinator of the expert group for the development of the Plan*  
*Contractor: Association for nature, environment and sustainable development Sunce*  
*Client: Public institution National park Mljet*
- ✚ **Management Plan for the protected areas Public Institution "Nature of Šibenik-Knin County"** (2012., 2013.)  
*Responsibility: the member of the expert group for the development of the Plan*  
*Contractor: Association for nature, environment and sustainable development Sunce*  
*Client: Public institution Nature of the Knin-Šibenik county*

### 2009-2012

- ✚ **Management Plan for the "Nature Park Telašćica"** (2009, 2010, 2011)  
*Responsibility: the member of the project team for the development of the Plan*  
*Publisher: Public institution "Nature Park Telašćica", Sali IV 2, 23281 Sali*  
*Project: Med PAN South- "Strengthening the network of marine protected areas in Croatia" (2008-2012) coordinated by the Association for nature, environment and sustainable development Sunce.*
- ✚ **Management Plan for the "Nature Park Lastovo Islands"** (2009., 2010., 2011.)  
*Responsibility: the member of the project team for the development of the Plan*  
*Publisher: Public institution "Nature Park Lastovo islands", Trg Sv. Petra 7, 20290 Lastovo*  
*Project: Med PAN South- "Strengthening the network of marine protected areas in Croatia" (2008-2012) coordinated by the Association for nature, environment and sustainable development Sunce.*
- ✚ **Management Plan for the "National Park Brijuni"** (2009., 2010., 2011.)  
*Responsibility: the member of the project team for the development of the Plan*  
*Publisher: Public institution "National park Brijuni", Brionska 10, 52212 Fažana*  
*Project: Med PAN South- "Strengthening the network of marine protected areas in Croatia" (2008-2012) coordinated by the Association for nature, environment and sustainable development Sunce.*

### Interpretation:

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- ✚ **Interpretative pathway “From the present to the past”** in the area of the Nature Park of Lastovo (2016.)  
*Responsibility: the coordinator of project team for the pathway development*  
*Project: SEA Med - Sustainable Economic Activities in Mediterranean Marine Protected Areas (2014-2017) coordinated by the Association for nature, environment and sustainable development Sunce*
- ✚ **Submarine interpretative trail “Trpuljak”** in the area of Telašćica Nature Park (2016.)  
*Responsibility: the co-coordinator of project team for the pathway development*  
*Project: SEA Med - Sustainable Economic Activities in Mediterranean Marine Protected Areas (2014-2017) coordinated by the Association for nature, environment and sustainable development Sunce*
- ✚ **Interpretive pathway “S bande na bandu”** in the significant landscape “Konavoski dvori”, (2016)  
*Responsibility: the coordinator of project team for the pathway development*  
*Project: Dalmatian Nature - “Partnerships for Sustainable Use of Protected Nature in Dalmatia”(2014-2016) coordinated by the Association for nature, environment and sustainable development Sunce.*
- ✚ **Interpretative trail “The Pathway Krčić”** in the significant landscape of Krčić River (2016.)  
*Responsibility: the coordinator of project team for the pathway development*  
*Project: Dalmatian Nature - “Partnerships for Sustainable Use of Protected Nature in Dalmatia”(2014-2016) coordinated by the Association for nature, environment and sustainable development Sunce.*
- ✚ **Interpretative boards** at the localities in Dubrovnik-Neretva County (2010.)  
*Responsibility: the coordinator of the Association Sunce project team for the pathway development*  
*Project: IPA cross border project DOT-“Development of outdoor tourism”(2011-2012) coordinated by the Croatian mountain rescue service.*

### Promotional materials:

- ✚ **Brochure "Be Natural, Be Active"** (2015)  
*Responsibility: the author and coordinator of project team for the brochure production*  
*Project: Dalmatian Nature - “Partnerships for Sustainable Use of Protected Nature in Dalmatia”(2014-2016) coordinated by the Association for nature, environment and sustainable development Sunce*
- ✚ **Promo video "Be Natural, Be Active"** (2015)  
*Responsibility: the co-author and coordinator of project team for the video production*  
*Project: Dalmatian Nature - “Partnerships for Sustainable Use of Protected Nature in Dalmatia”(2014-2016) coordinated by the Association for nature, environment and sustainable development Sunce*
- ✚ **The Long Island Guide (2016)**  
*Responsibility: the member of project team for the guide production*  
*Project: SEA Med - Sustainable Economic Activities in Mediterranean Marine Protected Areas (2014-2017) coordinated by the Association for nature, environment and sustainable development Sunce*

### Professional papers:

- ✚ Jakl, Z., Šijan, M., Prvan, M., Sertic, M., Čavrak, V., Derezanin, L., Boi, S., Guala, I. (2015.). *Monitoring of Posidonia oceanica meadows in the Telašćica Nature Park, Croatia.*
- ✚ Di Carlo, G., Jakl, Z., Šijan, M., Prvan, M., Žuljevic, A., Pecar, O., Guala, I., (2013.). *A standardised Posidonia oceanica monitoring protocol for Croatian Marine Protected Areas: first year monitoring results.* Published by Faculty of Natural Sciences of the University of Tirana. 596-605.
- ✚ Guala, I; Šijan, M; Jakl, Z. (2011.): *Monitoring of Posidonia oceanica meadows at Telašćica Nature Park: findings of first survey.* Association for Nature, Environment and Sustainable Development Sunce, c/o Fondazione IMC - International Marine Centre – Onlus Loc. (Italy). Split.
- ✚ Šijan, M., Jelić, M., Mikuška, T, 2010. *Action Plan for the Eurasian River Otter (Lutra lutra L),* SINP, Zagreb

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- ✚ Šijan, M. 2009. *Scientific Analysis of the Eurasian River Otter (Lutra lutra L.) in the Mediterranean and Alpine Bioregion in Croatia*, SINP, Zagreb
- ✚ Šijan, M. 2007. *Report on the Eurasian river otter monitoring (Lutra lutra L.) under the National Biodiversity Monitoring Program*, SINP, Zagreb
- ✚ Šijan, M. 2005. *Determination of the presence of the Eurasian river otter Lutra lutra L. in the river Lika*, Green Action, Zagreb
- ✚ Šijan, M., Medunić Orlić, G. 2007. *The Eurasian river otter Inventory Manual*, SINP, Zagreb
- ✚ Šijan, M., 2003. *Otter survey on the Krka and Cetina Rivers in Croatia using the Standard Method recommended by the IUCN-Otter specialist group*, B.Sc. Thesis, Molise, Italy