Europass Curriculum Vitae

PERSONAL INFORMATION

TICLEATIBERIU

Bucharest. (Romania)

Sex Masculine | Nationality Romanian

WORK EXPERIENCE

03.04.2014 - present

Coordinating associate lawyer — *Managing Partner*

SCP Țiclea Ț'iclea & Partners — Civil society of lawyers | Bucharest Bar

Vasile Pârvan str. no. 12, sector 1, Bucharest (Romania)

**Main activities and responsibilities**

Duties and responsibilities of General Manager, coordination specific to the management and activity of a professional civil society of lawyers

**Main fields of activity**

- Corporate, organizational structure, restructuring and M&A
- Planning, managing and organ ising management, financial-accounting, commercial, procurement, contracting and personnel activities
- Management of human resources, management of labor relations of employees and civil servants, as well as management of the relationship between employers and trade unions / employee associations
- Public investment, foreign investment and the optimization of economic freedoms within the European Union
- Relationship with public administration, relationship between public administration institutions, organization and functioning of public institutions, as well as monitoring and control of budget expenditures
- Public procurement - extensive experience in the complete procedure, from the initiation to the litigation phase and the completion of public procurement contracts
- Specific areas: Energy | Big Pharma | Aviation
- Taxation, anti-fraud, tax evasion, money laundering, corporate crime
- Real estate and construction authorization
- Labor disputes and civil service litigation
- Insolvency and liquidation | Foreclosure

Consultancy, assistance, legal and management representation services, specific to the legal profession and to business law

23.03.2015 - 06.05.2016

Administrator

17.09.2018 -15.03.2019

Deputy General Manager (Administrative General Manager - CAO)

Romanian National Air Transport Company - TAROM S.A.

Calea Bucureștilor no. 224F, Otopeni, Ilfov county (Romania)

**Main activities and responsibilities**

Administration and executive management of the national air transport company in order to meet the established objectives and performance criteria, at the level of the board of directors and, respectively, at the management board, according to the hierarchy and organization of powers established according to the Articles of Association and the Company Statute (in a unitary system)

*Related duties assigned:*

- Coordinating and signing the revenue and expenditure budget
- Replacement by full delegation of the position of General Manager - CEO in some situations of absence of the incumbent
- Replacement by full delegation of the position of Chief Financial Officer - CFO in the absence of the incumbent
- Delegation of the power to represent the Board of Directors in relation to the General Meeting of Shareholders and to its meetings
- Chairman of the Employers' Commission for the negotiation of the Collective Labor Agreement at TAROM unit level for the years 2015-2017
- Chairman of the Commission for the elaboration and negotiation of the salary scale
- Responsible for overseeing and coordinating procurement procedures for strategic and legal assistance procurement
- Member of the Audit Committee of the Board of Directors

**Selection and appointment manner:**

- In the first term, selected as non-executive director by international procedure by recruitment experts PricewaterhouseCoopers Tax Advisors & Accountants SRL (association leader), D&B David and Baias SCA and George Butunoiu Group SRL and appointed by the General Meeting of Shareholders in accordance with GEO no. 109/2011 on the corporate governance of public enterprises;
- Also in the first term, subsequently selected and appointed by the Board of Directors in accordance with GEO no. 109/2011 in the position of Chief Administrative Officer, position of Deputy General Manager (the only such position held in the organizational chart), thus becoming executive director.
- In the second term, selected as a non-executive director by the independent expert in human resources recruitment Pluri Consultants and appointed by the General Meeting of Shareholders in accordance with GEO no. 109/2011.

**Significant achievements in the first term:**

- The financial year 2015-2016 (first year of the mandate) was the first after 2007 in which the cash flow stabilized and in which there was a considerable increase in the final balance of cash and similar accounts, with a positive net value of approximately 20 million USD
- The annual financial result target assumed by shareholders (including the state) through the Management Plan for 2013-2016, namely a loss of 50 million lei, was much exceeded, the loss being reduced from about 110 million lei in 2014 to about 27 million lei in 2015. Although EBITDA was positive, only the deduction of non-monetary expenses (depreciation, provisions and negative exchange rate differences), as well as the increase in expenses with provisions, contributed to a negative financial result

- Coordinating and finalising negotiations on the conclusion of an exclusive partnership for Tarom passengers whereby the Company would offer for sale, at a preferential price, products sold in-flight and/or online
- Coordination and finalising negotiations on the installation, organisation and maintenance of an in-flight intranet entertainment system "AirFi"
- Coordinating the preparation, for the Board of Directors, of the 2016-2019 Management Plan and of the strategy for restructuring, recovery and economic development of the company in the short, medium and long term;
- Coordinating the improvement of corporate functioning in the following aspects:
    - reorganisation of procurement activities (by centralizing the various disparate structures in a single department), human resources (by proposing a new organisational scheme) and legal (by restructuring the legal department);
    - reviewing procedures and workflows for simplification, flexibility, efficiency and shortening of approval circuits, for the reduction of bureaucracy, as well as for substantiating the elimination / merging of parallel structures;
- Concluding collective negotiations with the nine unions formed at unit level, respectively the two representative federations at sector level, as well as with the employees' representatives, and signing of the Collective Labour Agreement at unit level for the years 2015-2017 after approximately one year of negotiations, under optimal conditions for the Company, in relation to the circumstances, possibilities and associated risks;
- Coordinating the preparation of the first forms of salary scales

**Significant achievements in the second term:**

- Compared to the reference period 2010-2017, the highest operating revenues were generated, the highest number of passengers carried, the highest average load factor and the most flights operated
- Most online sales in the company's history have been generated
- In the period between the first and second terms, there was a sharp decrease in financial liquidity and EBIDTA, but in the second term EBITDA returned to the surplus, at about $ 2.7 million.
- The first integrated advertising campaign in the last decade

Air passenger transport and other trade-specific acts of airlines

09.11.2009 - 02.04.2014 Collaborating lawyer

*Junior Associate*

*Senior / Managing Associate*

„Alexandru Ţiclea" Lawyer Office | Bucharest Bar

Baltagului str. no. 5, sector 5, Bucharest (Romania)

**Main activities and responsibilities**

Providing law and management assistance and consulting:

- organisation, functioning and reorganization of companies, for Romanian and foreign investors;
- development of projects in the field of renewable energy;
- organising and conducting public procurement procedures;
- negotiation and drafting of civil and commercial contracts,



Legal assistance and representation of private and public law persons:

- both before the courts, criminal investigation bodies, administrative-jurisdictional courts, public authorities and institutions, as well as before other persons of

private or public law;
- formulating actions, drafting requests for summons, complaints, notifications, denunciations, procedural documents in defense (objections, answers to objections, requests for evidence, written conclusions, etc.);
- pleading civil (including professional / commercial), labor and criminal law cases before the courts;
- pleading of administrative law cases in the courts and in the administrative-jurisdictional courts (including the National Council for the Settlement of Appeals, the National Council for Combating Discrimination, etc.),

As a Managing Associate, duties and responsibilities of management, coordination and organization of the operational activity of a law firm.

Consultancy, assistance, legal and management representation services, specific to the legal profession and to business law

2012-2015

University Assistant
Ecological University of Bucharest
Bd. Vasile Milea no. 1G, sector 6, Bucharest
**Main activities and responsibilities**
Organizing and carrying out seminar tutorial activities for the subjects of civil law and labor law
Higher education (university)

2009-2012

University preparator
Ecological University of Bucharest
Bd. Vasile Milea no. 1G, sector 6, Bucharest
**Main activities and responsibilities**
Organizing and carrying out seminar tutorial activities for the subjects of civil law and labor law
Higher education (university)

## EDUCATION AND TRAINING

2011 — present
(suspended for professional reasons)

EQF Level 8

Doctoral Student in Law
Paris University | Panthéon-Sorbbone

12, Place du Panthéon, 7523 | Paris, cedex 05 (France)

Thesis title: *Les libertés économiques et Ies droits sociaux dans l'Union européene*
(Economic freedoms and social rights in the European Union)
Domain: European Economic Law, European Social Law, European Union Law, International Protection of Fundamental Rights



2009-2010

Professional Master in Law (Valedictorian)
Paris University | Panthéon-Sorbonne
12, Place du Panthéon, 7523 | Paris, cedex 05 (France)

European and international business law

2008-2009

*Maîtrise française en droit*

Diploma in France equivalent to Bachelor's degree in Law in Romania

Paris University | Panthéon-Sorbonne

12, Place du Panthéon, 7523 | Paris, cedex 05 (France)

European and international business law

2007-2008 *Licence française en droit*

Bachelor's degree in Law in the French educational system

Paris University | Panthéon-Sorbonne

12, Place du Panthéon, 7523 | Paris, cedex 05 (France)

European Union Law, International Economics Law, Private French Law, Comparative Constitutional Law, Comparative Administrative Law

2005-2009 Bachelor's degree in Law

University of Bucharest – Faculty of Law

M. Kogalniceanu str. No. 36-46, sector 5, Bucharest

Civil Law, Business Law, Criminal Law, Family Law, Labor Law, International Law, European Law, International Protection of Human Rights

2011 Qualified as a lawyer (Valedictorian)

The National Institute for the Training and Development of Lawyers

Vulturilor Str. No. 23, sector 3, Bucharest

Civil Law, Business Law, Criminal Law, Family Law, Labor Law, International Law, European Law, International Protection of Human Rights

2013 Certificate of graduation in foreign policy, diplomacy, protocol and etiquette

Ministry of External Affairs - Romanian Diplomatic Institute

Primăverii str. No.17, sector 1, Bucharest

External Affairs and Diplomacy, Protocol and etiquette in diplomacy

2018-2019 MBA Specialization (non-credit)

University of Illinois

Champaign, Illinois, USA

Managerial Economics, Microeconomics, Macroeconomics, Business Analysis and Statistics

(MBA type specialization, remote)



## SCIENTIFIC ACTIVITY

European
And international Projects

1. International workshop-project organised by International Labor Organization (ILO) within ACTRAV (Office for Workers' Activities)
Period: 8-9 September 2015; Durres, Albania
Role: External expert-collaborator
Activity: preparation of the presentation of the project„Interpretation of laws in national, European and international context for building arguments and positions of Trade Unions"
2. International project carried out by ILO: "Study of Impact of Legislative

Reforms on Industrial Relations in Romania"
Period: september - November 2012; Bucharest, Romania
Role: Expert External collaborator in charge of carrying out the project
Activity: Elaboration of the study regarding the evaluation of the legislative reforms adopted by the Romanian Parliament in 2011, in English and Romanian, in accordance with the ILO requirements, under the coordination of Univ. Prof. Ralnca Dimitriu PHD.
*3. European project* initiated by the Italian General Confederation of Labor (CGIL) and funded by the European Commission: *„The Trade Union Representation in E.U Member Countries "*
*Period:* January 2012 – November 2012
Role: Assistant to the Scientific Committee, representing Romania from a total of 11 European Union countries (including France, Germany, the United Kingdom, Italy, Spain, Sweden)
*Activity:* drafting in English the country report for Romania (short version - 18 p., and extended version - 54 p.); participation in several conferences-seminars (held in Rome, London and Limassol); preparing and delivering speeches in English.
*4. European project* initiated by the Italian General Confederation of Labor (CGIL) and funded by the European Commission: *"The Right to Strike in Europe"*
Period: October 2010 - October 2011
Role: Assistant to the Scientific Committee, representing Romania from a total of 9 EU Member States (including France, Germany, the United Kingdom, Italy, Spain, Sweden)
*Activity:* drafting in English the country report for Romania (short version - 17 p. and extended version - 129 p.); participation in several conferences-seminars held in Rome, Madrid, Berlin and Stockholm): preparation and delivery of speeches at these conferences, in English.

*Congresses conferences and seminars*

1. The 17th ILERA (The International Labor and Employment Relations Association) World Congress, entitled "The Changing World of Work: Implications for Labor and Employment Relations and Social Protection"
Period and place: September 7-11, 2015; Cape Town, South Africa
Role and activity: Congress Delegate.
2. International ILO seminar: „Using International Labour Standards and European Legal Instruments to Strenghten Trade Union Rights in South East Europe"
*Period and place: November 29-30, 2011; Belgrade, Serbia*
Role: Expert Resource person
Activity: presentation in English of a comparative study on the effective exercise of trade union rights in Europe, including with a view to the future accession of Serbia, Croatia and the former Yugoslav Republic of Macedonia to the European Union.
*3. National Congress on Labor Law and Social Security*, organized by the "Alexandru loan Cuza" Police Academy and the Social Law Club
Period and Place: June 28, 2013, Bucharest (Romania)
Role: lecturer
Activity: presentation of the topic "Obligation to offer another job in case of dismissal for reasons not related to the employee - connections between Romanian and French labor law"
Mentions: Diploma of excellence for the presented topic



Books / book chapters published abroad

*1. The Impact of Legislative Reforms on Industrial Relations in* - co-author, book published by the International Labor Organization, ILO Publications, International Labour Office, Geneva (Switzerland), 2014, 94 p., ISBN: 978-92-2-827598-8, 978-92-2-127598-5, 978- 92-2-127599-2.
*2. Representing Employee Interests: Trade Union Systems within the EU I Sistemi nazionali di rappresentanza sindacale* (book published in English and Italian) - co-author under the coordination of Univ. Prof. Carmen La Macchia, PHD, Bomarzo Publishing House, Aibacete (Spain), 2013 (co-author of 18 of 313 pages), ISBN: 978-84-15923-01-5, 978-84-15923-02-2.
*3. The Right to Strike in the EU. The complexity of the norms and safeguarding efficacy I* Lo sciopero in Europa. Complessitâ delle fonti ed effettivitâ della tutela (book published in English and Italian) - co-author under the coordination of Univ. Prof. Carmen La Maccbia, PHD, Ediesse Publishing House, Rome, 2011 (co-author of 17 of 253 pages), ISBN 978- 88-230-1663-7,978-88-230-1659-0.

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| Books / book chapters published in Romania | 1. *The new Civil Code. Studies and comments. Volume I. Book I and Book II (art.1-534)* - co-author and scientific researcher associated with the project of the Institute of Legal Research within the Romanian Academy, under the coordination of Univ. Prof. Marilena Uliescu, PHD, Universul Juridic Publishing House, Bucharest, 2012 (author of 135 of 904 pages), ISBN 978-973-127-864-3, 978-973-127-865-0.<br><br>2. *Civil law. Grid tests for knowledge verification* - co-author, 19th edition revised and added (including previous editions), Universul Juridic Publishing House, Bucharest, 2015 (author of 60 out of 160 pages), ISBN: 978-606-673-635-0. The same contribution applies to editions I (2011) and II (2012), |
| Published articles | Over 10 specialized articles published in BDI listed magazines in Romania and France |
| Awards and distinctions | 1. The "Andrei Rădulescu" Prize of the Romanian Lawyers Union, awarded for the work "The New Civil Code. Studies and comments. Volume I. Book I and Book II (art. 1-534) ", Universul Juridic Publishing House, 2012; coordinator Univ. Prof. Marilena Ulîescu, PHD. |

COMPETENȚE PERSONALE

Native language: Romanian

Foreign Languages

| | COMPREHENSION | | SPEAKING | | WRITING |
|---|---|---|---|---|---|
| | Listening | Reading | Participation | Oral Speech | Written Expression |
| English | **C2** | C2 | **C2** | **C2** | **C2** |
| Spanish | **C2** | **C2** | C2 | **C2** | **C2** |

RELEVANT SKIL

| | | | | | |
|---|---|---|---|---|---|
| French ■ | C2 | C2 | CI | CI | C2 |
| Italian | Bl | Bl | A2 | A2 | A2 |

Levels: AI/A2: Basic user - B1 / B2: Independent user - C1 / C2: Experienced user

relevant experience and advanced knowledge of management, economics, finance, marketing, accounting and taxation, acquired through experience and developed from the activity of business lawyer, doubled by individual studyabilităţi de management şi leadership, dobândite prin experienţa proprie şi prin studiu individual

- decision-making skills, under conditions of tension and uncertainty
- the ability to think strategically and provide immediate and creative solutions to complex problems
- the ability to quickly assimilate complex issues and use appropriate communication strategies to positively influence subordinate staff and partners
- interpersonal skills and customer orientation
- communication skills, both verbal and written, acquired through personal experience and individual study
- ability to work with minimal supervision / coordination and strong initiative skills
- team player with very good team resource management skills
- Ability to manage multiple priorities, projects and tasks
- initiative, forecasting skills and adaptability
- ability to understand relevant regulations and best industrial practices
- advanced skills and extensive experience in commercial and non-commercial negotiations.

DIGITAL COMPETENCES

AUTOEVALUATION

| Processing Information | Communication | Content Creation | Security | Problem Solving |
|---|---|---|---|---|
| Experienced User | Experienced User | Independent User | Independent User | Experienced User |

V

Very good knowledge in computer operation, as well as in the organization and operation of IT&C processes (both hardware and software)

Category B driver’s license (obtained in 2005)

27.01.2022 ŢICLEATIBERIU