



Funded by
the European Union

EU4 Good
Governance



REPUBLIKA E SHQIPERISE
MINISTËR SHTETI PËR
ADMINISTRATËN PUBLIKE
DHE ANTIKORRUPSIONIN

ENHANCING THE PRODUCTIVITY OF THE PUBLIC ADMINISTRATION BY IMPROVING PERFORMANCE MANAGEMENT

Enhancing the productivity of the public administration
by improving performance management

26 March 2026 | Hotel Rogner, Tirana, Albania

PANELISTS' SHORT BIOS

Keynote Presentation



Gregor Virant
Head of the
SIGMA Programme

Gregor Virant has been the Head of the SIGMA Programme since September 2019. He has more than 25 years' experience in the field of public governance, covering a combination of academic, executive, political and consultancy roles. From 2004 to 2008, Dr Virant was the Slovenian Minister for Public Administration where he launched and implemented major modernisation projects, including on reduction of the administrative burden.



Panel 1 - Performance evaluation



Blerta Kavalace
PAR Expert

Ms. Blerta Kalavace is a senior legal professional with over 13 years of experience in rule of law, public administration, institutional development, and EU integration. She holds a Law degree from the University of Tirana and an LL.M. in Business Law from Chicago-Kent College of Law. She has contributed to EU, UNDP, World Bank, and EBRD-funded projects, focusing on civil service reform, legal and regulatory impact assessments, and local governance. Her work includes supporting the implementation of Albania's Civil Service Reform, developing job evaluation tools, and contributing to key legislation such as the Civil Service Law and Code of Administrative Procedures.

Ms. Kalavace has trained over 240 civil servants and developed capacity-building tools, including e-curricula and HR management systems. She has also supported public institutions in improving governance standards, including ISO certification in quality management and anti-corruption. Currently, she is engaged in capacity-building initiatives for local government officials and develops training programs on labor and human rights for marginalized communities across Albania



Fotjona Taçe
Chief of Cabinet
Minister of State for
Public Administration
and Anti-Corruption
(MAPA)

Ms. Fotjona Taçe currently serves as Director of the Cabinet of the Minister of State for Public Administration and Anti-Corruption, a position she has held since January 2024.

She brings to this role over 17 years of extensive experience in consultancy and the management of international development programs. Throughout her career, Ms. Taçe has demonstrated deep expertise in the strategic management of complex, high-impact projects across critical sectors of the Albanian economy.

Ms. Taçe has successfully led initiatives supported by major international partners and donors, both in Albania and throughout the Western Balkans, focusing on areas such as agriculture, tourism, fintech and innovation, and cultural heritage.



Erald Pashaj
CEO EPPC
Albania & Kosovo

Erald Pashaj, is the Chief Executive Officer at EPPC Albania & Kosovo, one of the largest Human Resources Consulting firms. Erald has over 20 years of diverse Financial Management & Human Resource experience. The firm he founded has been recognized as industry and community leader on several levels, as well as a solid and trusted partner on local & regional business matters.

Before founding EPPC, Mr. Pashaj served for 18 years at the world's leading logistics company, DHL Albania as a CFO & HR Manager. He is leveraging a long career as a Senior International Trainer & Expert and his training expertise includes leadership and organizational development, finance management, talent management, change management, succession planning, etc. Since 2007 he has been delivering training courses and serving as a Top Consultant in Maastricht, Stockholm, Bonn, Moscow, Zagreb, Almaty, Kiev, Sarajevo, Skopje, Budva, Dubrovnik, Athens, Bodrum, Pristina and Tirana.

Mr. Pashaj graduated from Tirana University, Economic Faculty in 2001. He is also certified as an Extended DISC Practitioner through Extended DISC N.A. Inc. and holds various Certification through the years in Leadership, Management, HR, Training and Development, Coaching, etc.



Wojtek Zielinski
Senior Policy Advisor,
SIGMA Programme

Wojciech (Wojtek) ZIELINSKI is a senior advisor in the SIGMA/OECD programme working on Public Administration Reform.

He has been working on different aspects of public administration reform for the last 20 years, including on civil service reforms, HRM, accountability, service delivery, performance management and public financial management. He combines experience in different capacities – as OECD staff, independent consultant and as a manager in the Polish public administration.

He is a Senior Certified Professional by the Society for Human Resource Management (SHRM-SCP).



Faustine Bentaberry
Head of Department
at the General
Directorate of Public
Administration, French
Ministry for Public
Action and Accounts

Faustine Bentaberry joined the French civil service in 2005 after achieving her studies in Sciences Po Aix-en-Provence (international relationships) and the Regional Institute of Administration in Bastia (regular training of the French « attachés d'administration de l'Etat »).

As head of the European and international cooperation, partnerships and forward looking department at the DGAFP, she coordinated the public administration component of the French presidency of the EU Council, and helped define and implement the international strategy of the DGAFP, strengthening bilateral relations with partner countries and representing France in multilateral bodies such as the OECD and EUPAN. She coordinates the DGAFP's human resources forward looking activities, promoting partnerships with the academic world (Science Po Paris), private companies and associations. She organizes the Conseil d'Orientation des Ressources Humains, the « civil service's human resources think tank ».

As a civil servant, she has held a number of positions in various fields and ministries, giving her a broad inter-ministerial vision and a keen eye for the reforms and transformations carried out by the administration.



Panel 2 – Financial and other rewards related to performance



Lech Marcinkowski
Senior Policy Advisor,
SIGMA Programme

Lech Marcinkowski is the leader of SIGMA’s Professional Team for Public Service and Accountability, coordinating horizontal and bilateral projects in all beneficiary countries. He was responsible for the PSHRM chapters in Albania’s monitoring reports in 2017, 2021 and 2024, and co authored SIGMA papers on managerial accountability, government agencies, reforming salary systems and on ministries (forthcoming). Before joining the OECD, he spent more than 16 years in various positions in the Polish public administration.



Aida Hamzaj
HR Director
Office of the Prime
Minister Government
of Albania

Aida Hamzaj currently holds the position of Director of Human Resources and Administration at the Prime Minister’s Office, with extensive experience in Albania’s public administration. She has held key roles as a coordinator in strategic investment and development program units, and later as an expert at the Albanian Investment Corporation. She began her career at the Municipality of Tirana, leading asset management and business facilitation sectors. Ms. Hamzaj also brings international experience from UNIMED in Rome and has contributed to academia as a lecturer and mentor. She holds advanced degrees in business, law, and public policy, with expertise in leadership and strategic management.



Besmir Beja
Director General of
Customs, &
Former SG at
Ministry of Finance,
Government of Albania

Besmir Beja is a senior official in the Albanian public administration, currently serving as Director General of Customs of Albania since January 2026. He brings extensive leadership experience across several ministries, with a primary focus on justice, internal affairs, and finance. Throughout his career, he has contributed to institutional reforms, public sector management, and Albania’s European integration process.

He holds a Law degree from the University of Tirana and pursued postgraduate studies at the Central European University in Budapest.

With over a decade of experience across the public and private sectors, as well as in cooperation with international organisations, Mr Beja has been actively involved in key reform processes. He was a member of the technical working group on justice reform and led processes related to the codification and harmonisation of legislation with the EU acquis at the Ministry of Justice. In his subsequent roles, he has held senior leadership positions in the state administration, serving as Secretary General of the Ministry of Interior and later as Secretary General of the Ministry of Finance.

Mr Beja is recognised as a professional with strong legal expertise and extensive experience in managing public institutions, committed to building a modern, efficient public administration aligned with European standards.



Enkela Dudushi

Acting General Director
of Department of
Public Administration,
Government of Albania

Enkela Dudushi has over 25 years of professional experience in the Albanian public administration, with extensive expertise in public sector management, institutional development, and human resource policies. Throughout her career, she has held senior leadership and technical roles, contributing to the implementation of administrative reforms and capacity-building initiatives. Her areas of specialization include human resource management, performance evaluation, wage policy and pay systems, institutional capacity development, and international public administration practices.



Katarina Staronova

Associate Professor,
Comenius University
Bratislava, Slovakia

Katarina Staroňová is Associate Professor at the Institute of Public Policy, Faculty of Social and Economic Sciences, Comenius University Bratislava, Slovakia. Her research focuses on governance and civil service issues. She was involved in the capacity building and reform of civil service in Slovakia, Czechia, Croatia, Romania, Moldova and Georgia. In the area of individual performance appraisal of public employees she prepared a baseline analysis of the EU countries and of the Western Balkans.

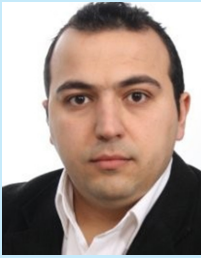
Panel 3 - Allocation/delegation of responsibilities as a tool of performance management



Tibor Draskovics

Team Leader
EU4GG

Tibor Draskovics is a Hungarian lawyer and macroeconomist. 16 years in different civil servant positions in the MoF, 8 years in political roles as State Secretary and minister. Some years in banking and consulting. Since 2012, he has been working as a Team Leader or expert on EU-funded and Sigma projects in accession countries, focusing on public administration issues. Since 2023, TL of EU4GG.



Enea Hoti

Director,
Department of Good
Administration, Office
of the Prime Minister

Enea Hoti is a senior public administration professional with extensive experience in governance, European integration, and institutional reform. He currently serves as Director of the Department of Good Administration, in the Office of the Prime Minister.

Previously, he held senior leadership roles, including Advisor to the Minister of State for Local Issues, contributing to policy development and coordination in the field of local governance, Secretary General of the Ministry of Agriculture and Rural Development and Director General of the Agency for the Support of Local Self-Government, where he supported reform processes and the implementation of EU-funded programmes. Earlier in his career, he served as Director of the Local Governance and Integrated Development Department at the Institute for Democracy and Mediation.

Mr Hoti holds an MA in Law from the University of Warsaw.



Auron Pasha

Executive Director
IDRA

Auron Pasha is CEO and founder of IDRA Research & Consulting, an Albanian research and development consultancy with operations in Balkan region and beyond. With over 25 years of experience, he has directed and contributed to numerous projects for the World Bank, UNDP, the EU, EBRD, and USAID across the Western Balkans. His work has focused on applied research and technical assistance in public administration reform, governance, and anti-corruption - areas where IDRA has built one of the longest track records in the region. Co-founder of WeAsWeb Albania, MediaIntel, Flow-IDRA (Vietnam).



Ansi Shundi

PAR Expert

Ansi Shundi is a former Albanian civil servant with over 20 years of experience in designing and implementing reforms in public administration, good governance, human resources management, and capacity development. He has 16 years of international expertise working on reforms across the Western Balkans, particularly in Kosovo, Montenegro, and North Macedonia, focusing on management procedures and processes. Additionally, he has been involved as a long-term expert in Ukraine, Armenia, Georgia, and Moldova. Ansi has extensive experience as a Team Leader on complex projects and has been engaged in both previous phases of the program, initially as a Performance Management Expert and subsequently as the Program Team Leader. He has played a key role in implementing the community policing philosophy, enhancing management tasks, and supporting strategic planning as well as Monitoring and Evaluation activities.



Margus Sarapuu

Senior Expert, eGA
former Secretary
General of the Ministry
of Justice, and Director
of Strategy at the
Government Office,
Estonia

Margus Sarapuu is a senior expert specialising in managing the changes required for digitalisation, focusing on strategic, legal, and governance issues.

Margus has extensive experience in public sector management, having held positions such as Director of the Supreme Court, Deputy Secretary General and Secretary General of the Ministry of Justice, and Director of Strategy at the Government Office. He has made a significant contribution in advancing digitalisation within the justice sector, overseeing digital services related to law enforcement, business, and land registries. Building change-oriented and capable organisations has been central for achieving the results.

Before joining the eGA team, Margus spent 7 years at the German development cooperation organization GIZ, working on projects aimed at developing the government sector in Kosovo. Over 3 of those years, he served as project manager. The project, co-financed by the European Union and Germany, focused on European integration and reducing administrative burdens.

Margus is also skilled in delivering presentations and moderating panel discussions. He was one of the key organisers of TEDxToompea in 2015. He holds master's degrees in law from Central European University and in public administration from the University of Tartu.