Ciprian Panzaru

Date of birth: 03/10/1976 | **Nationality:** Romanian | **Phone number:** (+40) 0722728007 (Work) | **Email address:**

ciprian.panzaru@e-uvt.ro | **Website:** www.cpanzaru.rgsec.cloud | **X:** https://x.com/ciprian_panzaru |

Address: V. Parvan no. 4, 300074, Timisoara, Romania (Work)

WORK EXPERIENCE

PROFESSOR PHD – WEST UNIVERSITY OF TIMISOARA – 01/10/2019 – Current – TIMISOARA, ROMANIA

Scientific research and teaching expertise in:
- Labour market dynamics & forecasting – employment trends, skills demand, and workforce transitions.
- Economic sociology – economic systems and social structures.
- Sociology of migration & predictive modeling – migration patterns, integration processes, and using data-driven forecasting to anticipate future migration trends.
- Social mobility & stratification – socioeconomic inequalities, career progression pathways, and their long-term societal impact.

RESEARCHER – RESEARCH GROUP IN SOCIAL AN ECONOMIC COMPLEXITY (SCOPE) – 01/10/2014 – Current – TIMISOARA, ROMANIA

Research activities in the area of labour market using Big Data analytics:
- Designed and implemented a data-driven decision support system to enhance labour market analysis and forecasting.
- Developed web and data mining applications to assess labour demand and supply trends.
- Conducted an in-depth analysis of higher education outcomes vs. labour market demands in Romania using RNCIS and WIH datasets.
- Applied semantic NLP techniques to classify and label soft skills in ESCO, improving job-skills matching
- Led and coordinated large-scale labour market surveys, including a Tracer Study and Employers' Skills Needs Survey, to identify workforce gaps and industry requirements.

VICE DEAN OF THE FACULTY OF SOCIOLOGY AND PSYCHOLOGY – WEST UNIVERSITY OF TIMISOARA – 01/04/2016 – 01/03/2020 – TIMISOARA, ROMANIA

Support the internationalisation strategy implementation, Initiate and facilitate international teaching and research collaboration, and strengthen Alumni relations.

ASSOCIATE PROFESSOR PHD – WEST UNIVERSITY OF TIMISOARA – 01/10/2013 – 01/10/2019 – TIMISOARA, ROMANIA

Scientific research and teaching expertise in Labour Market, Economic Sociology, Sociology of Migration, Social Mobility and Social Stratification.

RESEARCHER – ACADEMY OF ECONOMIC SCIENCE, BUCHAREST – 01/10/2010 – 01/03/2013 – BUCHAREST, ROMANIA

Researcher in the EU-funded project Sustainability of the Social Security System in Romania (POSDRU85/1.5/S/59184)
- Conducted labour market dynamics analysis, examining trends in workforce demand and supply.
- Assessed the interplay between labour market shifts and the social security system, identifying key challenges and policy implications.
- Analysed risks and vulnerabilities in the social security system, evaluating structural weaknesses and recommending data-driven strategies for long-term sustainability.

RESEARCHER – DEPARTMENT OF APPLIED ECONOMICS OF THE FREE UNIVERSITY OF BRUSSELS (DULBEA), –
01/10/2011 – 31/12/2011 – BRUXELLES, BELGIUM

Advanced research in labour market dynamics & population forecasting
- Developed a population forecasting framework integrating advanced time series analysis, the Cohort Component model, and the Lee-Carter model to project demographic shifts and labour market trends.
- Developed predictive analytics and demographic modeling to assess future workforce availability, age distribution, and potential skill gaps.
- Provided data-driven insights for policy planning, workforce development strategies, and long-term labour market sustainability.

LECTURER PHD – WEST UNIVERSITY OF TIMISOARA – 01/10/2007 – 01/10/2010 – TIMISOARA, ROMANIA

Scientific research and teaching expertise in Sociology of Migration, Labour Economics

TEACHING ASSISTANT – WEST UNIVERSITY OF TIMISOARA – 01/10/1999 – 01/10/2007 – TIMISOARA, ROMANIA

Scientific research and teaching in Sociology

EDUCATION AND TRAINING

01/10/2010 – 01/10/2013 Timisoara, Romania
PHD IN SOCIOLOGY West University of Timisoara

- Advanced Research Methodology – Expertise in sociological research methodologies (qualitative, quantitative, and mixed methods), survey design, advanced statistical data analysis, and ethnographic fieldwork.
- Sociological Theory and Empirical Analysis – Application of social theory in empirical research, demographic analysis, in-depth migration studies, sociology of work and employment, and statistical modelling of social trends.
- Computational and Applied Analysis – Large-scale data collection and analysis techniques (social surveys, computational social science, use of Big Data in sociological research), public policy evaluation, and socioeconomic impact assessment.
- Knowledge of Society in Economic, Legal, and Social Context – Analysis of social mobility and inequality, knowledge of social protection systems, expertise in migration policies, understanding of structural transformations in the labour market, and the sociopolitical impact of globalisation.

Address V. Parvan no. 4, 300223, Timisoara, Romania |**Field of study** Sociology and cultural studies , Economics |

Final grade PhD Degree |**Level in EQF** EQF level 8

01/10/2002 – 01/10/2006 Timisoara
PHD IN MARKETING West University of Timisoara

- Strategic Communication and Messaging – Strategic communication planning, public perception management, persuasive messaging in conflict scenarios, and crisis communication.
- Applied Economics and Labour Market Analysis – Macroeconomic analysis, econometric modelling, labour market forecasting, analysis of war economies and their impact on employment structures.
- Data Analytics and Economic Impact Assessment – Data analytics, statistical modeling, economic impact assessment, and research methodologies for analysing labour market shifts in conflict and post-conflict settings.
- Knowledge of Business in Economic, Legal, and Social Context – International trade policies, economic resilience strategies, defense sector economics, and legal frameworks governing labour markets during and after armed conflicts.

Address V. Parvan no. 4, 300223, Timisoara |

Field of study Economics , Sociology and cultural studies , Political sciences and civics **Final grade** PhD Degree |

Level in EQF EQF level 8

01/05/2001 – 31/05/2001 Romania
DIPLOMA OF COMPETENCE IN SOCIAL STATISTICS AND SPSS Babes Bolyay University

- Data Management and Statistical Analysis – Data management, statistical analysis, and interpretation of social science data using SPSS and other statistical software packages.
- Quantitative Research Methodology – Quantitative methodologies, survey design, regression analysis, hypothesis testing, and inferential statistics in social sciences.
- Data Processing and Visualisation – Data cleaning, coding, and visualization, as well as automation of statistical procedures in SPSS for efficient analysis and reporting.
- Knowledge of Society in Economic, Legal, and Social Context – Application of social statistics in labour market analysis, public policy evaluation, demographic research, and social inequality studies.

Address Cluj-Napoca, Romania | **Field of study** Statistics , Mathematics

01/10/1995 – 01/06/1999 Timisoara, Romania
BACHELOR OF SCIENCE IN SOCIOLOGY West University of Timisoara

- Social Research Methods – Social research methods, survey design, qualitative and quantitative data analysis, and critical thinking in sociological research.
- Sociological Theory and Social Behaviour Analysis – Social theory, demography, cultural studies, social psychology, and statistical methods for social research.
- Data Collection and Analysis Technology – Data collection and analysis using various software and research tools, fieldwork methodologies, and computational techniques in social sciences.
- Knowledge of Society in Economic, Legal, and Social Context – Social institutions, labour market dynamics, social policies, migration studies, inequality, and globalisation.

Address V. Parvan no. 4, 300223, Timisoara, Romania | **Field of study** Sociology and cultural studies | **Level in EQF** EQF level 6

LANGUAGE SKILLS

Mother tongue(s): **ROMANIAN**

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	C1	C1	C1	C1	C1
ITALIAN	B1	B1	A2	A2	A2

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

SKILLS

Microsoft Office package: Microsoft Word, Excel, PowerPoint, Access | IBM Statistical package for Sciences (SPSS) |
Machine Learning RapidMiner KNIME Weka | Python Language - Basic knowledge | E- Views | E-Learning

PROJECTS

01/11/2024 – 31/10/2026
Labour Market Information for VET (LMI4VET)

National Coordinator & Researcher in the Labour Market Information for VET (LMI4VET) Project (2024-1-ES01-KA220-VET-000251090), coordinated by Prospektiker Spain. The project focuses on strengthening the connection between Labour Market Information and Vocational Education and Training systems to improve employability and workforce adaptability.
Key Responsibilities & Research Activities:
- Mapping Labour Market Intelligence sources at the national level, identifying key indicators relevant to vocational education and workforce training.
- Developing Training Materials on LMI capabilities, equipping VET institutions and policymakers with the skills to interpret and apply labour market data in curriculum development and skills forecasting.
- Designing and implementing a Labour Market Intelligence chat, an AI-based chatbot providing real-time and historical LMI data to support data-driven decision-making in VET.
- Analysing Labour Market trends and skills demand, using quantitative and qualitative research methodologies to assess employment dynamics, skills mismatches, and sector-specific workforce needs.

- Studying the impact of policy and institutional frameworks on VET and workforce development, evaluating the effectiveness of government strategies and EU incentives in shaping labour market adaptability.
- Facilitating stakeholder engagement by organising roundtables, workshops, and policy discussions between education providers, employers, and policymakers to enhance the role of LMI in vocational training.Comparative analysis of VET and LMI Integration across partner countries, identifying best practices and policy recommendations for enhancing skills intelligence in vocational education.
- Contributing to research publications and policy recommendations, ensuring the dissemination of project findings to VET institutions, policymakers, and labour market stakeholders.

Link www.lmi4vet.eu/

18/11/2020 – 16/05/2025
Towards the European Web Intelligence Hub - European system for the collection and analysis of online job advertisement data (WHI-OJA)

Individual National Expert for Romania in the Cedefop-funded project "Towards the European Web Intelligence Hub (WHI-OJA)", developed in partnership with the University of Milan – Bicocca (Framework Contract No. 2020-FWC7/AO/DSL/VKVET-JBRAN/WIH-OJA/002/20)
As Individual National Expert I carried out the following tasks:
- Analysis of the national labour market with particular attention to the OJA market (landscape design exercise).
- Cooperation in the classification of occupations and skills.
- Analysis of specific skills (green skills, digital skill, etc.).

Through the various activities carried out during the 54 months of the project, in collaboration with the entire team and thanks also to the workshops I attended, I have enhanced the following knowledge and skills:
- Knowledge of labour market analysis.
- Knowledge and familiarity with online job advertisements as a source of labour market information.
- In-depth knowledge of my country's labour market, including the regulatory and economic context and skills frameworks and classifications (during the whole duration of the project - 5 years).
- In-depth knowledge of statistical classifications related to the labour market, in particular for skills (ESCO, O*NET), occupations (ISCO) and education (ISCED, EQF) (during the whole duration of the project - 5 years).
- Basic ethical and legal awareness, related to data collection, in particular from online sources.

01/03/2022 – 31/05/2024
Innovating the use of Labour Market Intelligence within European Universities - LMI-EUniv

Project Coordinator – International Erasmus+ Project (Cooperation Partnerships in Higher Education – 2021-1-RO01-KA220-HED-000032249)
My research and development activities focused on:
- Mapping essential Labour Market Intelligence sources at the national level, identifying key data points to enhance employability insights for higher education institutions.
- Developing Training Materials on LMI capabilities, equipping HEI stakeholders with the skills to interpret and utilise labour market data for career services and curriculum development.
- Designing and implementing an intelligent HUB (LMI-HUB) – a centralised digital platform aggregating diverse LMI sources tailored to HEIs., including an AI-based LMi chatbot.
- Creating a practical guide for HEIs on integrating LMI into strategic planning, academic programs, and employability initiatives.

Link www.lmi-euniv.eu

17/01/2023 – 16/11/2023
Improving collective bargaining in European Union

Researcher in the project "Improving collective bargaining in European Union" (ESF/SOCPL-2021-IND-REL - ImproCollBar), coordinated by CITUB (Confederation of Independent Trade Unions in Bulgaria), financed by the European Union
Key Activities and Responsibilities
- Conduct national-level research – analyse the political and economic landscape affecting social dialogue and industrial relations, identifying key challenges, threats, and opportunities for trade unions in expanding their influence and collective bargaining coverage.
- Evaluate legal and institutional frameworks – assess government policies, legislative incentives, and institutional mechanisms that shape collective bargaining processes and trade union strategies.
- Examine Trade Union capacity and strategies – investigate the effectiveness of trade unions in engaging with social partners, state institutions, and civil society organisations, including their role in negotiations, coalition-building, mobilisation, and industrial actions (e.g., strikes, demonstrations, and symbolic actions).
- Conduct national-level Protest Event Analysis – examine patterns, triggers, and impacts of trade union's protest activities.

Link www.improcollbar.eu

01/07/2021 – 30/04/2023
Acquiring crisis-proof skills through online learning (ACSOL)

National Coordinator & Researcher in "Acquiring crisis-proof skills through online learning" (ACSOL) Project (2020-1-ES01-KA226-VET-096242), an international initiative funded by the European Commission through the Erasmus+ Vocational Education and Training (VET) program. Project focused the on expanding digital skills training through online learning, targeting two of the most vulnerable sectors during the COVID-19 pandemic: social care/health support workers and professionals in the entertainment, arts, and culture sectors.

Key Responsibilities & Research Activities
- Led the implementation of ACSOL in Romania, ensuring the development and adaptation of digital learning solutions for the target workforce.
- Researched the digital skills gaps among low-skilled workers in social care and the arts/culture sector, assessing the impact of the COVID-19 crisis on their employment prospects and career transitions.
- Contributed to the development of an e-learning toolkit, designed to enhance digital literacy and industry-specific skills through targeted online training programs.
- Designed sector-specific digital training approaches, integrating innovative online learning methodologies tailored to the social care and entertainment industries.
- Contributed to the creation of open educational resources, ensuring free and accessible digital skills training for low-skilled workers and micro-enterprises.
- Increased awareness among EU businesses and the VET community regarding the importance of supporting workers with digital skills in vulnerable sectors.
- Engaged with stakeholders, including VET providers, policymakers, and industry representatives, to ensure sustainable impact and knowledge transfer.
- Contributed to research publications and policy recommendations, supporting digital upskilling strategies for crisis resilience in labour markets.

Link www.bcomm.ro/acsol/

15/02/2021 – 31/07/2022
Virtual & augmented reality toolkit to engage seniors brain with InTer-Generational UndErstanding

Member of the research team in the international Erasmus+ project "Virtual & augmented reality toolkit to engage seniors brain with InTer-Generational UndErstanding" (VARTES) (2020-1-ES01-KA204-082270), led by Stucom SA, Spain The project focuses on developing and implementing virtual and augmented reality-based educational tools to enhance cognitive engagement and intergenerational learning among seniors.

Key Research Activities:
- Conducted sociological research on intergenerational learning, digital inclusion, and cognitive engagement of older adults.
- Analysed the impact of immersive technologies (VR/AR) on seniors' cognitive well-being and social participation.
- Evaluated best practices in adult education and digital tools for active ageing and intergenerational dialogue.
- Collaborated with international partners to design, test, and validate the effectiveness of VR/AR learning experiences for older adults.
- Contributed to the development of educational materials and project dissemination strategies.

01/04/2021 – 31/12/2022
European mid-life skills review

Researcher & National Coordinator in the "European mid-life skills review" (EMLSR) Project (2020-1-UK01-KA204-079009), an Erasmus+ Strategic Partnership for Adult Education project, led by the Trades Union Congress (TUC), UK. The project focused on developing an innovative mid-life skills review model to support individuals with low levels of literacy, numeracy, and digital skills, helping them assess their competencies and enhance their employability.

Key Responsibilities & Research Activities
- Developed and implemented a mid-life skills review framework, designed to help workers assess transferable skills and competencies for career development.
- Contributed to the creation of new digital learning materials, specifically tailored for social partners and adult learners, with a focus on upskilling, career transitions, and lifelong learning.
- Supported the design and evaluation of the 'Value My Skills' interactive online tool, an innovative platform to help workers identify, assess, and improve their professional and personal skills.
- Led engagement with national stakeholders, including trade unions, VET providers, and policymakers, to promote the adoption of mid-life skills review strategies in Romania.
- Coordinated the translation and adaptation of project materials, ensuring accessibility and relevance for local audiences.
- Contributed to the research on adult learning, skills recognition, and workforce development, emphasising policy recommendations and practical applications for lifelong learning initiatives.

Link www.unionlearn.org.uk/european-mid-life-skills-review-project

01/11/2019 – 31/03/2021

Coordinated higher institutions responses to digitalization

Researcher in International Erasmus+ Project (Strategic Partnerships for Higher Education – 2019-1-RO01-KA203-063214)
As part of the Erasmus+ KA203 project "Coordinated Higher Institutions Responses to Digitalization", my research focused on:
- Developing an evidence-based Skills Escalator for the West Region of Romania, analysing skill progression pathways in the context of digital transformation.
- Exploring digital education disruption, assessing the role of online learning and digital technologies in reshaping higher education and workforce training.
- Designing and developing Training Course materials, integrating digital tools and methodologies to support skill development and lifelong learning in Higher Education Institutions.

Linkˋ www.escalate.uvt.ro

04/12/2016 – 28/02/2021
Real-time Labour Market information on Skill Requirements: Setting up the EU system for online vacancy analysis

Individual Country Expert for Romania in the Cedefop-funded project Real-time Labour Market information on Skill Requirements: Setting up the EU system for online vacancy analysis" concluded between Cedefop and the consortium led By University of Milano – Bicocca (Framework Contract No 2016-FWC10/AO/DSL/VKVET-GRUSSO/Real–time LMI 2/009/16).
As Individual Country Expert I carried out the following tasks:
- Conducted a comprehensive Landscaping Exercise to assess the country-specific Online Job Vacancy (OJV) market, focusing on labour market dynamics and their impact on the OJV ecosystem, structural and functional characteristics of the national OJV market, and employer and job seeker engagement with online job advertisements.
- Led the documentation and analysis of job portals to support OJV data collection, including mapping and evaluating key job platforms, standardising and structuring OJV data for improved analytics, and assessing job posting formats and recruitment trends across digital platforms.
- Performed in-depth content analysis of OJVs, identifying trends in job posting formats, required skills, and sector-specific variations to support evidence-based labour market insights.

Through the activities carried out during the 50 months of the project, including workshops I attended, I have developed the following knowledge and skills
- Knowledge of labour market analysis,
- Knowledge and familiarity with online job advertisements as a source of labour market information.
- Knowledge of my country's labour market, including the regulatory and economic context and skills frameworks and classifications.
- Basic ethical and legal awareness, related to data collection, in particular from online sources.

PUBLICATIONS

2025
Towards explicit soft skills labelling in ESCO through semantic NLP analysis

Journal for Labour Market Research, Springer, 59, no. 1: 18

Panzaru, C., & Grama, A.

2025
How Transit Countries Become Refugee Destinations: Insights From Central and Eastern Europe

International Migration, Wiley, 4: e70066

Panzaru, C., & Harding, L.

2025
Bridging the Gap: Aligning Higher Education Outcomes with Labor Market Demands

In Anticipation of Future Developments in Labor Markets, Larsen, C., Kipper, J., Webb, A., Kleine-Rueschkamp, L., Tafreschi, D. (eds.), Vol. 16, Nomos, Baden-Baden

Panzaru, C.

2025
Labour unrest in the context of multiple crises: a comparative perspective of Europe

Social Movement Studies, Taylor & Francis, 1-19.

Dinev, I., Andretta, M., Imperatore, P., Vangeel, N., Lenaerts, K., Panzaru, C., ... & Kostov, L.

2025
Decoding Romanian labour protests: insights from a topic modeling approach

Humanities and Social Sciences Communications, Springer, 12, 627

Panzaru, C., & Negoita, G.

2024
"Care Drain" from East to West: The Narrative of Romanian Women Migrant Working in the Italian Domestic Care Sector

Health & Social Care in the Community, Wiley 1

Panzaru, C., & Gravina, G.

2024
Innovating the use of labour market intelligence within european universities

European Review of Applied Sociology, Sciendo 17(28), 57-65.

Atin, E., Boselli, R., Clement, F., Hauret, L., Krusell, S., Martin, L., ... & Panzaru, C.

2024
Higher Education Institutions' Responses to Digital Transformation within the European Union: Skills Development and Smart Specialisation

In Economic Development and Resilience by EU Member States, Emerald, Vol. 115, pp. 273-288

Pânzaru, C., Noja, G. G., Cristea, M., & Thalassinos, E.

2023
Labor market outcomes of migrants at the times of the covid-19 pandemic and geopolitical uncertainty

Romanian Statistical Review 4(2023)

Panzaru, C., Noja, G. G., Cristea, M., Belea, S., Jianu, L. M., & Grecu, I. M.

2022
Artificial Intelligence: Challenges and Opportunities for the Labour Market. The Relevance of Artificial Intelligence

In the Digital and Green Transformation of Regional and Local Labour Markets Across Europe, 27-44. Nomos, Baden-Baden

Panzaru, C., Negoiță, G.

2022
Sports Participation, Physical Activity, Life Satisfaction and Quality of Life: Evidence from EU Microdata

In Corvo, P., Verde, F.M.L. (eds.): Sport and Quality of Life: Practices, Habits and Lifestyles. Social Indicators Research Series, Vol. 84. Cham, Switzerland: Springer Nature. (pp. 29-41).

Esposito, M., & Panzaru, C.

2021
Five Possible Impacts of Digitalisation in Romania

European Review of Applied Sociology, 14(22), 1-10.

Noja, G., & Pânzaru, C.

2021
Evidence of Changing Demand for Digital Skills: An Analysis of Online Job Advertisements During the COVID-19 Pandemic

In Transformations of Regional and Local Labour Markets Across Europe in Pandemic and Post-Pandemic Times (pp. 357-366). Nomos Verlagsgesellschaft, Baden-Baden

Panzaru, C.

2021
Higher Education Institutions Responses to Digitalisation

In Transformations of Regional and Local Labour Markets Across Europe in Pandemic and Post-Pandemic Times (pp. 367-378). Nomos Verlagsgesellschaft, Baden-Baden

Panzaru, C., & Noja, G. G.

2021
Transformations of Regional and Local Labour Markets Across Europe in Pandemic and Post-Pandemic Times. Challenges for Regional and Local Observatories.

Rainer Hampp Verlag.

Larsen, C., Kipper, J., Schmid, A., Panzaru, C.

2020
Challenges and Perspectives of International Migration in Europe within the Brexit Framework

In Uncertainty and Challenges in Contemporary Economic Behaviour. Emerald Publishing Limited.

Panzaru, C., Noja, G. G., Cristea, M., Ştefea, P.

2018
Generation Z vs. the Labour Market: Skills Expectations in a New Era.

In Developing Skills in a Changing World of Work: Concepts, Measurement and Data Applied in Regional and Local Labour Market Monitoring Across Europe, Christa Larsen, Sigrid Rand, Alfons Schmid, Andrew Dean (Eds.), Augsburg, München

Panzaru C, Iotu A.

2017
An Application of Data Mining to Decisions in Labour Market

In Computer-Supported Collaborative Decision-Making. Automation, Collaboration, & E-Services, vol 4. Springer

Panzaru, C. Brandas, C

2016
Data Driven Decision Support Systems: An Application Case in Labour Market Analysis

Romanian Journal of Information Science and Technology 19(1-2). 65-77

Panzaru C., Brandas C., Filip F.

2015
Analysing Labour Demand and Supply Using Web Mining and Data Mining in Romania

In Larsen, C., Rand, S., Schmid, A., Mezzanzanica, M., & Dusi, S. (2015). Big Data and the Complexity of Labour Market Policies: New Approaches in Regional and Local Labour Market Monitoring for Reducing Skills Mismatches. Munchen. Rainer Hampp Verlag. pag. 71-86

Panzaru, C. Brandas, C.

CONFERENCES AND SEMINARS

09/2024 Lugano, Switzerland
Shortages of Skilled and Unskilled Labour: Insights and Evidence to Inform Strategies Relevant to Regional and Local Labour Markets and Labour Market Observatories

Innovating the use of Labour Market Intelligence within European Universities

05/2024 l'Institut catholique de Paris
Salaire équitable, une mise en œuvre réalisable

Wage Structures in Transition: An Analysis of Sectoral, Gender, and Regional Salary Differentiation in Romania
Link https://www.meshs.fr/page/colloque_salaire_wage

03/2024 Timisoara, Romania
Innovating the Use of Labour Market Intelligence within European Universities

LMI capabilities for employability/ Presentation of the LMI-HUB. Conferinta Internationala
Link https://lmi-euniv.eu/wp-content/uploads/2024/03/LMI-EUniv-ME-Timisoara_Agenda_FINAL.pdf

03/2023 Bilbao, Spain
Acquiring Crisis-Proof Skills Through Online Learning

Digital Skills need in Social Care and Arts and Entartainment Sector - Findings at European Level. Conferinta Internationala

04/2022 Frankfurt (online)
The first seminar of the Big Data Group, ENRLMM

Exploring new sources of Labour Market Intelligence: job seekers sentiment analysis

10/2022 Tempio Pausania , Italy
17th Annual Meeting of the European Network on Regional Labour Market Monitoring

Analysis of job seekers' perceptions and attitudes using artificial intelligence

09/2021 Timisoara, Romania
The 16th Edition of the Annual Meeting of the European Network on Regional Labour Market Monitoring

Different Sources of Real-Time Data on Labour Market Dynamics
Link https://www.regionallabourmarketmonitoring.net/annualmeeting/2021-effects-of-state-support-on-regional-labour-markets-across-europe/

05/2017
(Un)Making Europe: Capitalism, Solidarities, Subjectivities, 13th ESA Conference

A data mining and web mining approach for labour market analysis

04/2016 Maastricht, The Netherlands
ETF Conference: Approaches to skills anticipation and matching: Exploiting the potential of existing data sets

Labour Market Analysis in Big Data Context

12/2015 Thessaloniki, Greece
Real-time labour market information: Skills requirements analysis. European Centre for the Development of Vocational Training

Analysing labour demand and supply using web mining and data mining - A case study on the Romanian labour market
Link https://www.cedefop.europa.eu/files/cpanzaru_cbrandas_cedefop2015.pdf

06/2015 Prague, Czech Republik
The 12th Conference of the European Sociological Association

Forecasting Romanian Migration Flows using Agent Based Modeling

NETWORKS AND MEMBERSHIPS

2024 – CURRENT Horizon Europe-funded project
Global Strategy for Skills, Migration, and Development (GS4S)

Member of the Scientific Advisory Board
Link https://gs4s.eu/team-2/

2021 – CURRENT Goethe University Frankfurt am Main
European Network on Regional Labour Market Monitoring

Vice-chair of the Scientific Committee
Link https://www.regionallabourmarketmonitoring.net/scientific-committee/

2018 – CURRENT Paris
Wage Analysis in a Globalising Environment Network

Member
Link http://wage.meshs.fr/

2018 – CURRENT Romania
Romanian Network for Migration Studies

Member
Link https://romig.ro/fellows/

CONSULTANCY AND IMPACT

2024
Map of Successful Collective Bargaining Practices

Report developed for CITUB/Improcollbar, funded by the European Commission through the Social Prerogative and Specific Competencies Lines (SOCPL-2021-IND-REL) program

2024
CEN Classification occupation (New Emerging Skills)

Task carried out within the project "Towards the European Web Intelligence Hub – European System for the Collection and Analysis of Online Job Advertisement Data (WHI-OJA)", for the University of Milan - Bicocca

2024
Analysis of entry level occupations using OJA

Task carried out within the project "Towards the European Web Intelligence Hub – European System for the Collection and Analysis of Online Job Advertisement Data (WHI-OJA)", for the University of Milan - Bicocca

2024
Social Dialogue and Protests: Comparison of Collective Bargaining in Europe

Report developed for CITUB/Improcollbar, funded by the European Commission through the Social Prerogative and Specific Competencies Lines (SOCPL-2021-IND-REL) program

2024
LMI capabilities for employability (evidencing impact and outcomes for plicymakers)

Training Course delivered within LMI-EUNIV project (2021-1-RO01-KA220-HED-000032249)

2024
Towards the European Web Intelligence Hub Expert workshop: deepening on analytics for OJAs

Participation in a workshop organised by CRISP - Università degli Studi di Milano-Bicocca, Cedefop and Eurostat within the project "Towards the European Web Intelligence Hub – European System for the Collection and Analysis of Online Job Advertisement Data (WHI-OJA)"

2024
Understanding Regional Labour Market Responses to the Green Transition: Green Jobs, Green Skills and the Green Economy

Special Paper for European Network on Regional Labour Market Monitoring

2023
Social Care Sector Policy Recommendations at European level

Research paper developed as part of the project Acquiring Crisis-Proof Skills Through Online Learning (ACSOL) (2020-1-ES01-KA226-VET-096242)

2023
Arts and Culture Sector Policy Recommendations at European level

Research paper developed as part of the project Acquiring Crisis-Proof Skills Through Online Learning (ACSOL) (2020-1-ES01-KA226-VET-096242)

2023
Social services in Europe: Adapting to a new reality

Research activity conducted for the study developed by Eurofound

Link   https://www.eurofound.europa.eu/system/files/2023-08/ef22007en.pdf

2023
Data-driven taxonomy of green skills and occupations

Task carried out within the project "Towards the European Web Intelligence Hub – European System for the Collection and Analysis of Online Job Advertisement Data (WHI-OJA)", for the University of Milan - Bicocca

2023
Mapping Essential Labour Market Intelligence Sources at the National Level

Research activity carried out within the "Innovating the use of Labour Market Intelligence within European Universities - LMI-EUniv" project, financed by European Commission through Erasmus+ Cooperation Partnerships in Higher Education, (2021-1-RO01-KA220-HED-000032249)

2023
Towards the European Web Intelligence Hub Expert workshop: deepening on analytics for OJAs

Participation in a workshop organised by CRISP - Università degli Studi di Milano-Bicocca, Cedefop and Eurostat within the project "Towards the European Web Intelligence Hub – European System for the Collection and Analysis of Online Job Advertisement Data (WHI-OJA)"

2023
How is Job Changing in the Context of 21st Century Innovation

Training Course delivered within Acquiring Crisis Proof Skills Through Online Learning project (2020-1-ES01-KA226-VET-096242)

2023
Augmenting Skills Onthology

Task carried out within the project "Towards the European Web Intelligence Hub – European System for the Collection and Analysis of Online Job Advertisement Data (WHI-OJA)", for the University of Milan - Bicocca

2022
Towards the European Web Intelligence Hub Expert workshop: deepening on analytics for OJAs

Participation in a workshop organised by CRISP - Università degli Studi di Milano-Bicocca, Cedefop and Eurostat within the project "Towards the European Web Intelligence Hub – European System for the Collection and Analysis of Online Job Advertisement Data (WHI-OJA)"

2021
The Impact of the Covid-19 Pandemic on the Employment of Persons with Disabilities: The Role of Social Economy Enterprises and Support Structures for Mitigating the Effects on the Employment of Persons with Disabilities

Report for EASPD (European Association of Service Providers for Persons with Disabilities)

2021
Social Services Workforce Recovery during the COVID-19 Pandemic: Good Practice Examples from Finland, Romania, Spain, Ireland and Germany

Report for EASPD (European Association of Service Providers for Persons with Disabilities)

2021
The short-term impact of COVID-19 on the social support services sector

Research carried out for EASPD (European Association of Service Providers for Persons with Disabilities)

Link

2021
Landscaping Country Report 2021

Task carried out within the project "Towards the European Web Intelligence Hub – European System for the Collection and Analysis of Online Job Advertisement Data (WHI-OJA)", for the University of Milan - Bicocca

2020
The short-term impact and policy response of COVID-19 for the PHS sectors

Report for EASPD (European Association of Service Providers for Persons with Disabilities)

2020
Digital education disruption

Training Course delivered within "ESCALATE" project, financed by European Commission through Erasmus+ Cooperation Partnerships in Higher Education, (RO01-KA203-063214)

2020
Real-time labour market information and skill requirements: Setting up the infrastructure for EU system

Participation in the expert workshop organised by the European Centre for the Development of Vocational Training - CEDEFOP within the project "Real-time Labour Market information on Skill Requirements: Setting up the EU system for online vacancy analysis"

MANAGEMENT AND LEADERSHIP SKILLS

Project management & coordination, strategic planning & implementation, comparative research & best practices identification, intercultural competence & multinational coordination

Experienced in coordinating and managing international research and education projects, with a strong focus on labour market intelligence, digital transformation, and policy development. Skilled in strategic planning, stakeholder engagement, and cross-sector collaboration, ensuring effective implementation of large-scale initiatives funded by the European Commission (Erasmus+ and other EU programs).

Strong leadership in capacity-building programs, fostering innovation in education and labour market policies, and supporting evidence-based decision-making in workforce development and skills intelligence.

ORGANISATIONAL SKILLS

Time management, work under pressure, attention to detail, implementing strategies for research and education

Strong organisational skills developed through extensive experience in coordinating international research and education projects, managing multidisciplinary teams, stakeholder collaborations, and large-scale initiatives. Proven ability to plan, execute, and monitor complex projects while ensuring efficient resource allocation, timely deliverables, and compliance with funding requirements.

Experienced in strategic planning and problem-solving, designing and implementing long-term research and policy initiatives in areas such as labour market intelligence, education, and digital skills development. Skilled in identifying challenges, risks, and solutions, ensuring projects meet their intended impact.

Proficient in event and workshop organisation, having planned and managed international conferences, capacity-building sessions, and educational events, ensuring smooth logistics, participant engagement, and meaningful outcomes.

Extensive experience in data and information management, structuring and analysing datasets for labour market research, education policy evaluation, and digital learning projects. Developed and maintained knowledge-sharing platforms and digital tools for enhanced collaboration.

Skilled in administrative coordination and reporting, with experience in preparing research reports, grant proposals, and funding applications. Ensured compliance with EU project regulations and institutional frameworks, documenting project progress, impact assessments, and policy recommendations.

COMMUNICATION AND INTERPERSONAL SKILLS

Public speaking & presentation skills, cross-cultural communication, virtual communication & online collaboration

Excellent communication skills developed through extensive experience in education, research, and international project coordination. Proven ability to effectively convey complex ideas through public speaking, academic writing, stakeholder engagement, and digital communication.

Experienced in delivering keynote speeches, research presentations, and training sessions at international conferences and workshops, engaging with policymakers, educators, researchers, and industry professionals.

Proficient in digital and written communication, with extensive experience in academic writing, policy briefs, training materials, and online content creation. Contributed to high-impact research reports and digital education resources, ensuring that complex information is clear, accessible, and impactful.

HOBBIES AND INTERESTS

Sport

Fencing and Martial Arts