

Taras Tymchuk

Development & Management Consultant | Project Team Lead | Facilitator

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Professional Expertise Tags: Stakeholder Engagement | Trust-Building | Productive Meetings | Participatory Design | PM | R&D | Leadership | Entrepreneurship | Communication | Game-Based Learning | Data Analysis | Proposal Design | Open Space Technology | Future Search |

PROFESSIONAL HIGHLIGHTS

Private Consultancy | tarastymchuk.work

Management Consultant & Facilitator

Kyiv, Ukraine

2008 - Present

- **Implemented over 250+ projects** in team lead position in Organizational Transformation, PR, HR, and Strategy, demonstrating a capability to drive substantial organizational change.
- **Facilitated 100+ participatory large group meetings** in format Open Space, Future Search, Strategic Simulation Games, fostering development, and learning exchanges with diverse clients including *USAID, IOM, UNDP, USIF, GIZ, ENGAGE (Pact), BRAMA/USAID, OSCE, Google, Heinrich-Böll-Stiftung*.
- **Provided systematical advises** for Ukrainian and global development agencies including *GIZ, Council of Europe, and USAID, GURT, IM Swedish Development Partner, USIF, DAI, NDI, Chemonics, Volkshilfe* informing strategic decisions and policy developments.
- **Provided organizational consulting** for national and development actors entities such as *DVV International, Kennan Institute (Kyiv branch), Home and Hope for Children, Center for Urban Studies, Caritas, and Caners of Education*, enhancing organizational efficiency and educational outcomes.
- **Led stakeholder expert community consultations** to redefine the role of adult education in post-war Ukraine recovery (2022-2024), enhancing educational, collaborative frameworks and community resilience.
- **Conducted a comprehensive qualitative study on the factors influencing return migration to Ukraine** post-war in 2023, under the auspices of RAND Europe, providing key insights to policymakers and stakeholders.
- **Served as a Senior Expert on the Bibliomist grant committee**, implemented by IREX, and funded by the Bill & Melinda Gates Foundation from 2010 to 2014, overseeing the distribution of funds and support to 1000+ library development projects throughout Ukraine.
- **Extensive international experience as a facilitator, lead trainer, and R&D expert**, having designed and conducted game-based learning and strategic planning sessions across diverse regions including Georgia, Moldova, Lithuania, Sweden, Belarus, Tunisia, Hungary, Kazakhstan, and Armenia.

Open Space Works Ukraine | openspace.works

Managing Partner | Team Lead | CFO | Senior Expert

Kyiv, Ukraine

2016 - Present

- **Led over 20 high-impact Evaluation & Review projects** as a Senior Expert and Engagement Specialist, collaborating with top-tier humanitarian and development actors such as *Volkshilfe, AWO International, Swiss Embassy, Civilians in Conflict, British Council, IM Swedish Development Partner (Moldova), International Renaissance Foundation, Deutsche Welle, and the Council of Europe*. **These projects significantly advanced organizational strategies and operational efficiencies.**
- **As a Senior Expert and Engagement Specialist participated in groundbreaking research (2022-2024) with Ground Truth Solutions** aimed to study perceptions of humanitarian and cash assistance, dramatically enhancing the design and effectiveness of humanitarian response programs for global and national organizations including *OCHA, Red Cross, Save the Children, and IOM*.
- **Managed a comprehensive two-year study (2023-2024) for the Humanitarian Policy Group (HPG/ODI)**, focusing on the narratives around humanitarian responses to the war in Ukraine. This pivotal research assessed the impact of narratives on humanitarian actions in Ukraine, Poland, and the UK, crucially improving aid delivery and effectiveness.
- **Spearheaded a feasibility study for the BENG0 project under AWO International (2024)**, targeting economic recovery in the war-affected Bucha district, Kyiv region. The project focused on enhancing proposal quality through an evidence-based approach, effectively minimizing risks, and optimizing strategic and tool selection for future interventions.
- **Led the Resilience Analysis for Communities in Mykolaiv and Kherson Oblasts for AWO International (2024)**. The study assessed the resilience of war-affected communities to inform a Transitional Development Assistance (TDA) project. The aim was to support these communities through vocational training, mental health support, and social services.
- **Led the design and execution of comprehensive organizational assessment and human capital development measures within the EU4Skills program (2019-2022)**, which significantly bolstered the NQA's capacities in strategic and operational management, communication, HR, MEAL, event management, and good governance standards.

World of Communities | worldofcommunities.org

Founder & Managing Partner, R&D Lead

Kyiv, Ukraine

2016 - Present

- **Co-author of the "World of Community Simulation Board Game,"** a groundbreaking tool for personal and organizational transformation. Awarded the "Best Civic Education Project" by the Eastern European Network for Citizenship Education (EENCE) in 2019, this board game is now actively used by over 300+ facilitators across Ukraine, Moldova, and Georgia, effectively engaging communities and fostering development.
- **As a founder and managing partner, built the strategic alliances with more than 200+ organizations** including *DVV, IOM, MHP, Pact, USIF, Nova Poshta, EaP*, and various educational and governmental organizations across Ukraine, Moldova, Georgia, and Middle East. These partnerships have significantly expanded our operational reach and impact in these regions.
- **Served as an Impact-Investment Senior Expert (2020-2021), leading the development of family dairy farm clusters within the Family Dairy Farms ecosystem**, funded by UkrMilkInvest. This initiative successfully gained support from over 20 Ukrainian communities, boosting local economies and promoting agricultural sustainability.

Institute for Political & Information Studies | ipid.org.ua

President, Program Director

Ostroh/Kyiv, Ukraine

2005 – 2007,

2014 – 2021

- **Spearheaded the development and execution of three innovative gamification-based educational programs designed to engage communities and youth.** Funded by *DG East, UNDP, and IOM*, these initiatives successfully boosted civic participation demonstrating a significant impact on community engagement and youth involvement.

- As the product owner, was responsible for designing and leading the creation of several online educational courses focused on civic education and professional development. These include "I Am the Mayor", "I am a Delivery Manager", and "I am a World of Communities Game Master", which have contributed to enhancing the skills and knowledge of participants across various platforms.

Painthouse Art Space & Production

Founder & Managing Partner, Creative Project Lead

Kyiv, Ukraine

2014 – Present

Directed over 80 creative projects, including media content production, concerts, performances, and extensive communication campaigns across television, social media, and outdoor advertising for commercial and non-profit sectors with prominent clients such as the *ZEO Alliance*, *Soft Invest*, *IONIA*, *EGAP*, *Urban Space 500*, *Transparency International*, *IREX*, *America House*, and the *Council of Europe*, successfully enhancing their public engagement and visibility.

GURT Resource Centre | gurt.org.ua

Head of Societal Information Department

Kyiv, Ukraine

2007 - 2013

- Successfully transformed gurt.org.ua into Ukraine's leading CSO communication platform, significantly enhancing its reach and influence within the civil society sector.
- Served as the chief marketing and communication strategist at GURT, driving the brand's presence and spearheading strategic communication of organization that substantially increased organizational visibility and impact.
- Designed and implemented a wide array of marketing products and services, including websites, online courses, annual reports, guides, and visibility campaigns, which greatly enhanced the organization's public engagement and educational outreach.
- Led comprehensive staff and volunteer training programs, significantly enhancing team capabilities, and improving project outcomes.
- Conducted over 300 trainings across nearly all regions of Ukraine, covering key areas such as fundraising, social cohesion, community work, volunteer management, communication, PR, civil society development, and project management.
- Fostered strong partnerships and networks with local and national authorities, CSOs, and CBOs, expanding collaborative opportunities and support that contributed to the organization's strategic goals and community impact.
- Participated as an expert and coordinated national consultations on the International Framework for CSO Development Effectiveness, a global initiative by CONCORD, enhancing international cooperation and development effectiveness among NGOs.
- Managed communication projects with a focus on monitoring and evaluation, ensuring the effectiveness and impact of various initiatives, thereby demonstrating a commitment to results and accountability.
- Successfully secured funding and support from prominent donors such as the *US Embassy*, *USAID*, *SIDA*, *CIDA*, *PACT*, *MOTT Foundation*, *EU*, *Monsanto Program*, *Black Sea Trust for Regional Cooperation*, *MSI*, *NDI*, and *CONCORD*, ensuring sustained operational growth and effective project implementation.

National University of Ostroh Academy | www.oa.edu.ua

Lecturer/Instructor

Ostroh, Ukraine

2005 - 2007

Led courses on Cognitive Sciences, Hermeneutics, Public Relations, and Management

EDUCATION

American University Kyiv powered by Arizona State University

MA, Global Management, GPA: 3.6/4.0

Kyiv, Ukraine

Graduation Date: 2024

National University of Ostroh Academy

MA, PR, GPA: 4.0/4.0

Ostroh, Ukraine

Graduation Date: 2005

National University of Ostroh Academy

BA, Culture Science, GPA: 4.0/4.0

Ostroh, Ukraine

Graduation Date: 2004

Certification & Professional Development

Working with Open Space Technology - Advanced Skill Building Workshop of the Genuine Contact™ program by Anna Caroline Türk

Ukraine, 2024

Ukrainian Business Leaders: Promoting Innovation and Entrepreneurship funded by U.S. State Department

USA, 2023

The Art of Leading Collectively, Navigating Complex Change for Collective Action / CLI

Germany, 2023

Open Space Advanced Training / Lisa Heft (USA)

Poland, 2015

Technology of Participation®, Facilitation Methods Advanced Training / Institute of Culture Affairs (USA)

Ukraine, 2014

Appreciative Inquiry Basic Training / Flemming Heegaard (USA)

Ukraine, 2012

Managing Future Search Advanced Training / Sandra Janoff & Marvin Weisbord, Future Search Academy

Belgium, 2012

Managing Productive Meetings Training / Sandra Janoff & Marvin Weisbord, Future Search Academy

Germany, 2011

Start and Improve Your Business Advanced Training / ILO&GURT

Ukraine, 2011

Media Support Organizations Fellowship Program / Community Connection

USA, 2010

PROFESSIONAL MEMBERSHIP

- Future Search Network | Facilitator | futuresearch.net
- Open Space Facilitator Network | Facilitator | openspaceworldmap.org

SKILL SET

Development and management consultant, team lead, and facilitator with 18 years of experience and over 250 successfully implemented projects, proficient in a wide range of digital tools (MAXQDA, Tableau, Power BI, WordPress, AI), demonstrates advanced expertise in strategy development, business analysis, and organizational transformation. Possesses strong skills in both qualitative and quantitative research, data analysis, and visualization. Excels in designing and leading workshops using methods like Open Space Technology, Future Search, simulation games to effectively engage stakeholders, alongside a proven ability in lifelong learning initiatives and entrepreneurial activities including business planning, financial management, startup development, and marketing strategy.

Language: Ukrainian C2 | English B2 | French B1 | Russian C1 |

Awards: One of 40 Under 40 Ukraine's Emerging Leaders in 2012, US-Ukrainian Foundation

Publications: Fix it: 100 ways to improve environment by World of Communities Game (2022); Prospects for Implementing the World of Communities Simulation Game as an Accelerative Trust-Building Tool for Leadership Development in the Armed Forces of Ukraine (2023).

Editor & Contributor: *Aid Effectiveness in Ukraine (2019 - present)*, *sharethetruth.org*, 2022-2023.

PROFESSIONAL PORTFOLIO

Research | Evaluation | Project Review | Context Analysis | Feasibility Study | Resilience Analysis |

Period	Place	Client	Role	Description
2024	Mykolaiv+ Kherson	AWO International	Team lead / Senior Expert	The Resilience Analysis for Communities in Mykolaiv and Kherson Oblasts. The study assesses community resilience as a foundation for designing a Transitional Development Assistance (TDA) project
2024	Ukraine	Swiss Embassy	Senior Expert	Review of the Direct Emergency Actions Program / Emergency Activities
2024	Ukraine	Swiss Embassy	Senior Expert	Review of the Volunteer Insurance Program
2024	Ukraine	Germanwatch	Senior Expert	Final evaluation for the BENG0 funded project A Strengthened Multi-Stakeholder Partnership of Civil Society and Ukrainian Coal Regions as a Driver for a Just Transition and Paris-Compatible Energy Transition in Ukraine
2024	Ukraine	Agence Française de Développement	Team lead	Mapping of the Civil Society Organizations Ecosystem in Ukraine
23/24	Ukraine	ODI/HPG	Team lead	Managing narratives in the humanitarian response to the conflict in Ukraine
2023	Globe	RAND/AUK	Expert	Factors that might affect return migration to Ukraine and how this might be facilitated by policy
2024	Bucha	AWO International	Senior Expert	Feasibility study BENG0 project aimed at economic recovery of Kyivska oblast.
2023	Ukraine	UK Embassy	Senior Expert	Evaluation of outcomes and short-term impact of the Supporting Young People to Build a More Cohesive Society (Active Citizens) Project
2023	Ukraine	DW Academy	Team lead	Assessment of Audio Podcast Measures in Ukraine for DW Akademie, funded by (BMZ).
2023	Ukraine	GTS	Team lead	A qualitative study on community perceptions of cash assistance in Ukraine
2023	Poland, Romania, Moldova	GTS	Senior Expert	Qualitative study evaluating and developing examples of user journey experience based on perceptions of humanitarian assistance provided to people fleeing Ukraine to Poland, Romania and Moldova.
2022	Ukraine	GTS	Senior Expert	Qualitative study exploring community and aid workers perceptions of humanitarian aid in Ukraine
2022	Kyiv	UK Embassy	Senior Expert	Active Citizens Program (2020-2022) Independent Evaluation.
2022	Lviv	Volkshilfe	Senior Expert	Context analysis and IDPs needs assessment in the Lviv region.
2021	Mariupol	CIVIC	Senior Expert	Evaluation of the EU-funded Project Building Capacity for Civilian Protection in Eastern Ukraine.
17/18	Ukraine	DAI	Senior Expert	Context Analysis of Infrastructure, regulations and functioning of local self-governance in Ukraine as a part of USAID proposal design.
2017	Ukraine	Council of Europe	Senior Expert	Monitoring and Evaluation of Follow-up on deputies implemented local initiatives.
2017	Ukraine	DAI Global	Senior Expert	Context analysis for USAID funding proposal preparation.
2017	South	IM SDP	Senior Expert	Ukraine Context Analysis for IM Strategic Planning
2016	Ukraine	Council of Europe	Senior Expert	Monitoring and Evaluation of Follow-up on youth implemented local initiatives.
2014	Ukraine	GURT	Senior Expert	Civil Society Trends and Donors Landscape for Strategic Planning
2013	Belarus	NDI	Senior Expert	Female Civil Society in Belarus: challenges and perspectives

Large Goup Facilitation | Participatory Design | Open Space Technology | Future Search |

Period	Place	Client / Funding	Role	Description
2024	Kyiv	HOVERLA/USAID	Facilitator	Design and facilitation of the training session on "How can municipalities ensure resilience in responding to wartime challenges and maintain a strategic course over the next 12 months" in Open Space format.
2024	Poltava	ACPD	Facilitator	Design and facilitation of the Open Space session "Development of a common vision of the public security system and & action planning"
2024	Mykolaiv	Pivden NGO	Facilitator	Community Workshop on Myshkovo-Pohorilove Strategy in Open Space format
2023	Kyiv	ISAR Ednannia/ USAID	Facilitator	Strategic session on the Future of the Veterans' Movement and Stakeholders Cooperation in Ukraine
2023	5 cities	DVV International	Facilitator	Consultations about the role of Adult Education in Ukraine post-war recovery in Lviv, Vinnytsia, Mykolaiv, Sumy, Nikopol.
2022	Zoom	ENGAGE/USAID	Facilitator	Virtual Workshop: Civic Education Ecosystem Strengthening
2022	Lutsk	RAF4UA	Facilitator	Open Space Workshop: Impact-investments in post-war Ukraine recovery
2021	Kyiv	Medical leaders	Facilitator	Future Search Workshop: Independent Self-Governance for Medical Community
2020	Melitopol	Pershyi AEC	Facilitator	Participatory drafting of municipal adult education program in Open Space format
2019	Kyiv	HSF	Facilitator	Peacebuilding Civil Society Initiatives for Donbas in Future Search format
2019	Rivne	UkrMilkInvest	Facilitator	Dairy Farm Development on global markets in Future Search format
2019	Kyiv	Nova Poshta	Team Lead	Networking skills and entrepreneurial mindset development in game-based format
2020	Lviv	Congress culture	Facilitator	Learning exchange meetings for cultural agents in Open Space format
2019	Vilnius	BRAMA/USAID	Facilitator	Strategic Planning Session for Civil Society in Belarus in Future Search format
16/19	Bukovel	CEO & Owners	Facilitator	Learning exchange meetings of business owners and CEOs in Open Space format
2019	Dnipro	GIZ	Facilitator	Stakeholders' public consultations on service design of community hubs
2018	Kyiv	GIZ	Facilitator	Learning exchange on innovations in administrative services in Open Space format
2017	Slavutych	86/PACT	Facilitator	Learning exchange for CSO activists, managers, urbanists in Open Space format.
2017	Odesa	DOBRE/USAID	Facilitator	Future Search: Anticorruption tools in amalgamated communities
2017	Kyiv	UNDP	Facilitator	Future Search: Participatory design of Civic Education Course
2017	Kyiv	GIZ	Facilitator	Learning exchange on innovations in administrative services in Open Space format
2016	Kyiv	CEDOS	Facilitator	Future Search: Urban Movement Development in Ukraine

Gamification | Game-based Learning | Game Concept Design | ToT

Period	Place	Client	Role	Description
2024	Kyiv	Kernel	Co-facilitator	Corporate Crisis Simulation Game
2023	Ukraine	DOBRE/USAID	Co-facilitator	Governance Simulation Game for DOBRE community partners
2023	Lviv	Women Perspectives NGO	Co-facilitator	Governance Simulation Game for WP NGO partners, local leaders, municipal servants, media.
2022	Lutsk	IOM	Lead Trainer	Advanced training on Game-based Learning for Better Community Engagement
2021	Kyiv	DVV International	Lead Trainer	Advanced training on Game-based Learning for Better Community Engagement
21/22	Ukraine	IOM	Team Lead	Public consultations in a game-format aimed to build partnership between youth initiatives and 24 local authorities
2021	Irpın	OSCE/CMU	Team Lead	Game-based format for governmental public consultations
2021	Kyiv	UNDP	Facilitator	Design of UNDP project based on game simulation experience
2020	East	UNDP	Team lead	Design and delivery Gamified Summer Youth Acceleration Program
2020	Ukraine	UkrMilkInvest	R&D Expert	Impact investments in community development
2019	Rivne	UkrMilkInvest	R&D Expert	Transforming business operations of Family Diary Farm Project into Board Game format for marketing and fast skills training purposes
2019	Kyiv	EaP	Team Lead	Design of community projects based on game-based simulation experience
2018	Kyiv	DVV International	Facilitator	Prototyping of special education game edition
2018	Kyiv	Google/Jigsaw	Facilitator	Product design of disinformation digital tools and solutions in Open Space format
2017	Kyiv	DVV International	Lead Trainer	Basic training on Game-based Learning for Better Community Engagement
2017	Kyiv	UNDP	Lead Trainer	Basic training on Game-based Learning for Better Community Engagement

Strategy | Organizational Consulting | Organizational Development

Period	Place	Client	Role	Description
2024	Odesa	UNDP	Facilitator	Strategic Session for Mykolaiv Office of Recovery and Development
2023	Mykolaiv	Pivden NGO	Senior Expert	Mentorship and development organizational strategies for 3 local media
2023	Kyiv	HHC	Facilitator	Strategic Planning and Work Plan 2023 Development
2023	Kyiv	HOVERLA	Facilitator	Self-assessment of organisational capacity of the All-Ukrainian Association of Amalgamated Territorial Communities
2023	Lviv	CE	Facilitator	Strategic Planning Workshop for Centre of Education
2022	Kyiv	Volkshilfe	Lead Trainer	Humanitarian standards in aid delivery, Anti-Corruption issues
2022	Ukraine	IRF	Senior Expert	An assessment of the level of organisational capacity of EPAIU partners
2022	Brody	Caritas Brody	Facilitator	Revising organizational operations and practices
2022	Lviv	Volkshilfe	Senior Expert	Independent reputation organizational audit
2022	Kyiv	Volkshilfe	Lead Trainer	Project Inception Workshop for Narodna Dopomoga Ukraine on CHS/PSEA
2021	Kyiv	CE Party	Senior Expert	Independent capacity assessment for future election campaign planning
21/22	Kyiv	EU4SKILLS/GIZ	Senior Expert	Human and Capacity Development measures for NQA
2020	Kyiv	EU4SKILLS/GIZ	Senior Expert	Analysis of NQA's organizational development
2019	Kyiv	HBS	Senior Expert	Institutional development program for Centre for Urban Studies
2019	Rivne	UkrMilkInvest	Lead trainer	Analysis of operations and procedures of Dairy Farm National Project
17/18	East	USIF	Senior Expert	Facilitation skills development program for 14 USIF partner communities
2018	East	GIZ/IIPU	Senior Expert	Mentorship support for GIZ local partner in Kharkiv and Dnipro
2018	Kyiv	HBS	Facilitator	Strategic Planning Workshop for Centre of Urban Studies
2017	East	GIZ/IIPU	Lead trainer	Training program on participation and facilitation skills development
2017	Kyiv	CEDOS	Facilitator	Strategic Planning Session for Urban CSO community

Cross-Cultural | International Experience

Period	Country	Client / Funding	Role	Description
2021	Georgia	DVV International	Lead Trainer	Basic training on Game-based learning for civic education
19/20	Moldova	DVV International	Lead Trainer	Advanced training on Game-based learning for civic education
2019	Lithuania	PACT/BRAMA	Facilitator	Facilitation of strategic planning session for Belarus CSO activists and leaders
2018	Sweden	IOC	R&D Expert	IDPs integration field research based on a game simulation approach
2018	Belarus	PACT/BRAMA	Facilitator	Game-based learning for civic education - design and conduction of basic training
2014	Tunis	Youth Parliament	Facilitator	Facilitation of Human Rights section within 2 nd Simulation Youth Tunisian Parliament
2014	Hungary	LINK	Lead Trainer	Leadership workshop for LINK partners
2012	Kazakhstan	UNV Kazakhstan	Lead Trainer	Volunteer Management advanced training for CSO managers and project coordinators
2011	Armenia	EU	Team Lead	Study-visit of Armenian community leaders to Ukraine and Ukrainians to Armenia

References

- Tetiana Kukharenko | EPAIU | kukharenko@irf.ua
- Mark Voyger | American University Kyiv | mark.voyger@auk.edu.ua
- David Starke | AWO International | david.starke@awointernational.de
- Clement Bruce | ODI | c.bruce@odi.org.uk
- Olena Solonets | GIZ | olena.solonets@giz.de
- Natalia Oksha | Secretariat of the Cabinet of Ministers of Ukraine | oksha@kmu.gov.ua