

PERSONAL INFORMATION

Tamar Gurchiani



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Sex Female | | Nationality Georgian

WORK EXPERIENCE

March 2015 – Present Associate Professor, Member of Academic Council – Tbilisi, Georgia

Ilia State University, School of Law [www.iliauni.edu.ge](http://www.iliauni.edu.ge)

Teaching “Introduction to Law,” “Introduction to Human Rights,” “Anti-discrimination Law and Gender Equality” and “Gender and Human Rights” to bachelor’s and master’s degree law students

**Business or sector:** Law, Legal Education

January 2016 – present Capacity Development Manager – Tbilisi, Georgia

East-West Management Institute, Advancing CSO Capacities and Engaging Society for Sustainability (Access) Project funded by USAID <http://ewmi-access.org/>

Providing technical assistance to partner organizations to improve leadership, organizational capacity, and sustainability and help Centers for Civic Engagement (CCEs) establish local ownership so that they continue to operate as politically neutral gathering spaces for public discourse

**Business or sector:** Civil Society, International Development

Aug 01, 2013 - present Blogger – Tbilisi, Georgia

Radio Liberty, Free Europe <http://bit.ly/1ySmq96>

Writing on human rights, gender and current legal and social justice issues

**Business or sector:** Human Rights/Democracy/Minorities

Consultant – Tbilisi, Georgia

June 01, 2015 - present International Partnership for Human Rights <http://iphronline.org/en/>

**Business or sector:** Human Rights/Democracy/Minorities

International Expert Advisor (CSO capacity building and support in domestic monitoring of the elections) - Erbil, Iraq/Kurdistan

March 14 - May 10, 2014

Aug 22 - Sept. 30, 2013

March 31-Apr. 30, 2013

Citizen’s Association MOST, FYR Macedonia - [www.most.org.mk](http://www.most.org.mk)

- Active participation in preparation and execution of the CSOs training
- Development and drafting of the training, and other project related materials
- Assessment of the designated CSO, its capacity and organizational structure; identifying eventual weak spots in performance; comments on the expectations
- Initiative and active involvement in communication with the designated CSO; field visits to partner CSO (contingent upon security situation)
- Rendering expertise and knowledge of the matter, available to the stakeholders at full extent
- Drafting reports, analysis and additional documents in relation to the performed work and mandate

**Business or sector:** Capacity Building/Elections

September - October, 2014

October - December, 2013

August - November, 2012

Long Term Election Observer – Kyiv, Ukraine

European Network of Election Monitoring Organizations - [www.enemo.eu](http://www.enemo.eu)

- Daily interviews with stakeholders and interlocutors involved in the electoral process
- Attending sessions of Central and District Election Commissions and court hearings
- Analyzing electoral legislation
- Drafting reports and analysis to mission HQ
- Management of short term observers and Election day observation

**Business or sector:** International affairs/ Election observation

Feb 01 - April 1, 2014

Senior Legal Adviser – Tbilisi, Georgia

NGO Identoba- [www.identoba.org](http://www.identoba.org)

- Review and analyze existing practices concerning LGBT community in Georgia
- Review legal documents, conducts interviews with relevant stakeholders.
- Produce and publicly present policy improvement suggestions in various areas for promoting LGBT inclusive policy approach.
- Monitoring media and appeal to media ethic committees when homophobic statements are made.

**Business or sector:** Human Rights/NGOs/LGBT Rights/Gender

May 2013 – present	<p><b>Moderator – Tbilisi, Georgia</b>          Heinrich Boll Foundation, regional office South Caucasus - <a href="http://ge.boell.org/">http://ge.boell.org/</a></p> <ul style="list-style-type: none"> <li>▪</li> </ul>
Jan 01 - Aug 01, 2013	<p><b>Business or sector:</b> Transparency/Freedom of Information/NGOs/Social Media  <b>Public Policy Analyst – Tbilisi, Georgia</b>          Union of Blinds in Georgia -          Conducting needs assessment of visually impaired and blind people in Georgia</p>
Apr 2004 – Aug 2010	<p><b>Business or sector:</b> Human Rights/NGOs/Disability rights  <b>Program Director – Tbilisi, Georgia</b>          Georgian Young Lawyers' Association (GYLA) – <a href="http://www.gyla.ge">www.gyla.ge</a></p> <ul style="list-style-type: none"> <li>▪ Coordinated the project "Promotion of Transparency and Accountability in Georgia," and supervised the Georgian Media Legal Deferral Center, which was working in 8 offices of GYLA</li> <li>▪ Was a strategic litigation lawyer in fields of Freedom of Information, Media Rights and Elections</li> <li>▪ Preparing project proposals, monthly and annual work plans and budgets</li> <li>▪ Contributed to monitoring reports on Freedom of Information issues in Georgia</li> <li>▪ Oversaw performance of the project staff</li> <li>▪ Was in charge of overviewing and drafting relevant legislative proposals</li> <li>▪ Observed all elections at all levels in Georgia since 2002 and represented GYLA before Election Administration and courts.</li> </ul>
Aug 20- Nov 20, 2011	<p><b>Business or sector:</b> Human Rights/NGOs  <b>Fellow – Washington DC, USA</b>          Sunlight Foundation - <a href="http://www.sunlightfoundation.com">www.sunlightfoundation.com</a></p> <ul style="list-style-type: none"> <li>▪ Worked with the Organizing Department, helped with organizing Transparency Camp and was participating in various campaigns</li> </ul>
May 20- Aug 20, 2011	<p><b>Business or sector:</b> Transparency/NGOs/Open Data  <b>Visiting Fellow – Washington DC, USA</b>          The National Security Archive – <a href="http://www2.gwu.edu">http://www2.gwu.edu</a></p> <ul style="list-style-type: none"> <li>▪ Helped with writing Freedom of Information requests and complaints, as well as with managing social media</li> </ul>
Feb 2007 – Jan 2009	<p><b>Business or sector:</b> Transparency/Freedom of Information/NGOs/Social Media  <b>Human Rights Instructor – Tbilisi, Georgia</b>          Academy of Ministry of Interior of Georgia <a href="http://www.policeacademy.ge/">http://www.policeacademy.ge/</a>          Prepared manual "Police and International Human Rights Standards"          Delivered lectures on Human Rights; Use of Force by the Police; Code of Ethics etc.</p>
Nov 05 – May 10	<p><b>Business or sector:</b> Human Rights/Police  <b>Trainer – Tbilisi, Georgia</b>          Foundation for the Support of Legal Education <a href="http://www.legaleducation.ge/">http://www.legaleducation.ge/</a>          Conducted weekly trainings on parliamentary debates  <b>Business or sector:</b> Debates/Legal Education</p>

EDUCATION AND TRAINING

August 2010- May 2011	<p>LL.M          College of William and Mary School of Law</p>	Level 7
September 1998 – May 2003	<p>Magister Juries, Diploma with honors</p>	Level 6

Tbilisi State University Sokhumi Branch

PERSONAL SKILLS

Mother tongue(s) Georgian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
Russian	C2	C2	C1	C1	C1

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user  
Common European Framework of Reference for Languages

Communication skills

- Excellent communication and organization skills gained both through education and work experience as in human rights activism and consultancy
- Good ability to adapt to multicultural environments

Organisational / managerial skills

- Leadership (was responsible for teams ranging from 5 to 30 people)
- Ability to perform tasks independently as well as a member of a team

Job-related skills

- Good ability to adapt to multicultural environments
- Ability to work under pressure

Computer skills

- Good command of Microsoft Office™ tools

Other skills

N/A

Driving licence

- N/A

ADDITIONAL INFORMATION

Publications  
 Presentations  
 Projects  
 Conferences  
 Seminars  
 Honours and awards  
 Memberships  
 REFERENCES

January 25, 2015     Trainer – Tbilisi, Georgia  
 NGO “Saunje”  
 Training in civic advocacy for local NGO leaders (Zugdidi and Gori)

11 December 2014     **Business or sector:** Human Rights/IDPs/NGOs  
 Trainer – Tbilisi, Georgia  
 Children and Youth National Center - <http://cync.ge/>

December 7-9 2014     **Business or sector:** Human Rights/Civic Education  
 Speaker at the international conference “Out of the Crystal Castle: Academia, Society and Politics” – Tbilisi, Georgia  
 Heinrich Boll Foundation, regional office South Caucasus - <http://ge.boell.org/>  
 Title of the speech “Why Gender Democracy Matters for Democracy?”

November 2014     **Business or sector:** Civil Society/Gender/Human Rights/Democracy  
 Trainer - Telavi, Gori, Kutaisi, Batumi, Georgia  
 The Netherlands Multiparty Democracy in Georgia <http://nimd.ge/>  
 Four Trainings “Introduction to Human Rights” for students of NIMD Georgia School of Democracy

October 21, 2014     **Business or sector:** Human Rights/Democracy  
 Speaker at the conference “Georgian Lessons for Ukraine” – Kyiv, Ukraine  
 Heinrich Boll Foundation, regional office, Ukraine <http://ua.boell.org/>  
 ▪ The title of the presentation “Anti-corruption Reforms of Georgia – Lessons Learned”

March 2014     **Business or sector:** Government/Anti-Corruption  
 Lecturer – Tbilisi, Georgia  
 Children and Youth National Center - <http://cync.ge/>  
 ▪ Public Lecture on Human Rights for high school students

January 2014     **Business or sector:** Human Rights/Civic Education  
 Trainer - Telavi, Gori, Kutaisi, Batumi, Georgia  
 The Netherlands Multiparty Democracy in Georgia <http://nimd.ge/>  
 Four Trainings “Introduction to Human Rights” for students of NIMD Georgia School of Democracy  
**Business or sector:** Human Rights/Democracy

October 21, 2013     Expert – Tbilisi, Georgia  
 Belarus Watch Election Observation Mission <http://www.belaruswatch.org/>  
 Briefing on electoral procedures and Georgian political context

November 8, 2013     **Business or sector:** Elections/Democracy  
 Trainer – Kutaisi, Georgia  
 Kutaisi Center of Education, Employment and Development  
 ▪ Training on Tolerance and Diversity  
**Business or sector:** Human Rights/Diversity

May 13, 2013     Lecturer – Kachreti, Georgia  
 National Defence Academy of Georgia <http://eta.mod.gov.ge/>  
 ▪ Lecture on Minority Rights

May 1, 2013     **Business or sector:** Human Rights/Civic Education  
 Lecturer – Tbilisi, Georgia  
 Children and Youth National Center - <http://cync.ge/>  
 Public Lecture on Human Rights for high school students

- Business or sector:** Human Rights/Civic Education
- May 14, 2013 **Speaker at the Public Discussion – Tbilisi, Georgia**  
 DVV International, Regional Office for Caucasus and Turkey <http://www.dvv-international.ge/>  
 Presentation on Tolerance
- Business or sector:** Elections/Democracy  
 May 16-17, 2013 **Training for regional journalists – Zugdidi, Georgia**  
 Public Defender’s (Ombudsman) Office [www.ombudman.ge](http://www.ombudman.ge)  
 ▪ Training on Freedom of Expression
- Business or sector:** Human Rights/Media  
 June 2013 **Consultant – Tbilisi, Georgia**  
 Georgian Charter of Journalistic Ethics <http://qartia.org.ge/en/>  
 ▪ Consulting monitors with children’s rights and broadcasters’ code of conduct
- Business or sector:** Human Rights/Media/Children’s Rights  
 March 19, 2013 **Lecturer – Tbilisi, Georgia**  
 School of Liberalism <https://liberalizmi.wordpress.com/>  
 ▪ Lecture on Minority Rights
- Business or sector:** Human Rights/Minorities  
 March 21, 2013 **Speaker at the International Activism conference “Energize, Polarize, Mobilize” – Berlin, Germany**  
 Heinrich Boll Foundation, Berlin Headquarters  
 Title of the panel discussion “Economy of Activism  
**Business or sector:** Human Rights/Democracy/Activism
- Expert – Tbilisi, Tsikhisdziri, Georgia**  
 June 2013 Georgian Association of Social Workers <http://www.gasw.org/>  
 Preparing the training module and conducting trainings for people with disabilities on disability rights
- Business or sector:** Human Rights/Disability/Equality  
 November 8, 2013 **Trainer – Kutaisi, Georgia**  
 Kutaisi Center of Education, Employment and Development  
 ▪ Training on Tolerance and Diversity
- Business or sector:** Human Rights/Diversity  
 May 13, 2013 **Lecturer – Kachreti, Georgia**  
 National Defense Academy of Georgia <http://eta.mod.gov.ge/>  
 ▪ Lecture on Minority Rights
- Business or sector:** Human Rights/Civic Education  
 May 1, 2013 **Lecturer – Tbilisi, Georgia**  
 Children and Youth National Center - <http://cync.ge/>  
 Public Lecture on Human Rights for high school students  
**Business or sector:** Human Rights/Civic Education
- May 14, 2013 **Speaker at the Public Discussion – Tbilisi, Georgia**  
 DVV International, Regional Office for Caucasus and Turkey <http://www.dvv-international.ge/>  
 Presentation on Tolerance and Equality
- Business or sector:** Tolerance/Equality  
 May 16, 2013 **Training for regional journalists – Zugdidi, Georgia**  
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- Business or sector:** Human Rights/Media /Freedom of Expression  
 June 2013 **Consultant – Tbilisi, Georgia**  
 Georgian Charter of Journalistic Ethics <http://qartia.org.ge/en/>  
 ▪ Consulting monitors with children’s rights and broadcasters’ code of conduct
- Business or sector:** Human Rights/Media/Children’s Rights  
 March 8, 2013 **Trainer – Tbilisi, Georgia**  
 Open Society – Georgia Foundation [www.osgf.ge](http://www.osgf.ge)

- Training "Social Media as an Advocacy Tool for Non-Profits" for NGO coalition
- May 17, 2013 **Business or sector:** Social Media/Human Rights/Advocacy  
**Speaker – Kutaisi, Georgia**  
Heinrich Boll Foundation, Regional Office South Caucasus - <http://ge.boell.org/>  
Presentation on "Law, Justice and Equality against Homophobia"
- May 25, 2012 **Business or sector:** Human Rights/Media /LGBT  
**Trainer – Tbilisi, Georgia**  
Open Society – Georgia Foundation [www.osgf.ge](http://www.osgf.ge)  
▪ Consulting monitors with children's rights and broadcasters' code of conduct
- July – August, 2013 **Business or sector:** Human Rights/Media/Children's Rights  
**Training – Bazaleti, Georgia**  
International Republican Institute (IRI)  
Conducted Trainings of Trainers on elections for political party representatives
- April- June, 2012 **Business or sector:** Elections /Capacity Building  
**Training – Bazaleti, Georgia**  
National Democratic Institute (NDI)/ International Republican Institute (IRI)  
Conducted Trainings of Trainers on elections for political party representatives
- Business or sector:** Elections /Capacity Building

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**AWARDS**

- November 16, 2013 **Supporter of Tolerance Award**  
Tbilisi, Georgia Center of Tolerance at the Office of Public Defender of Georgia
- December 25, 2013 **Honorary "Golden Parchment" Award**  
Tbilisi, Georgia GHN news agency
- January 20, 2014 **"Defender of Dignity and Human Rights" Annual Award**  
Tbilisi, Georgia NGO Identoba

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**MEMBERSHIPS**

- Board Member, Georgian Young Lawyers' Association
- Board Member, International Society for Fair Elections and Democracy

# CV

სახელი, გვარი თამარ გურჩიანი

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## ბანათლება

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**2022** - ამერიკული უნივერსიტეტის ვაშინგტონის სამართლის კოლეჯი, ვულბრაიტის პროფესორთა ბანვითარების პროგრამა (აშშ)  
**2010-2011** - უილიამსა და მერის კოლეჯის სამართლის სკოლა, მაგისტრის ხარისხი. მასკის სასტიკენდიო პროგრამა (აშშ)  
**1998-2003** - ივ. ჯავახიშვილის სახელობის თბილისის სახელმწიფო უნივერსიტეტის სოხუმის ფილიალი, სამართლის მაგისტრთან ბათანაბარებული იურისტის კვალიფიკაცია

## სამუშაო გამოცდილება

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**2015 - დღემდე** – ილიას სახელმწიფო უნივერსიტეტის სამართლის სკოლა, ასოცირებული პროფესორი, ადამიანის უფლებათა მიმართულების ხელმძღვანელი, ადამიანის უფლებათა კლინიკის ხელმძღვანელი  
**2016 – დღემდე** – აღმოსავლეთ-დასავლეთის მართვის ინსტიტუტი, პროგრამის ხელმძღვანელის მოადგილე  
**2013 – 2014**– ასოციატია “მოსტ”, შესაძლებლობების ბანვითარების ექსპერტი (ერაყი)  
**2012 – 2014**–საარჩევნო მონიტორინგის ევროპული ქსელი, იურიდიული მრჩეველი (უკრაინა)  
**2004 – 2010** – საქართველოს ახალგაზრდა იურისტთა ასოციატია, პროგრამის დირექტორი  
**2007 – 2008**– საქართველოს შინაგან საქმეთა სამინისტროს აკადემია, ადამიანის უფლებათა ინსტრუქტორი  
**2005 – 2010**– იურიდიული ბანათლების ხელშეწყობის ფონდი, ლექტორი

## ტრენინგები

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**იანვარი-მაისი, 2022** – ამერიკული უნივერსიტეტის სწავლების, კვლევის და სწავლის ცენტრის მიერ ორბანიზაციული კვლავობიური უნარების ამაღლების სხვადასხვა კურსი (აშშ)  
**1-9 დეკემბერი, 2018** - ტრენერთა ტრენინგი ”აქტიური სწავლა შეგრუნებულ საკლასო ოთახში”, ლინშოპინგის უნივერსიტეტი (შვედეთი)

## ენების ცოდნა

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- ქართული (მშობლიური)
- ინგლისური (ძალიან კარგად)
- ფრანგული (კარგად)
- რუსული (კარგად)