



Europass Curriculum Vitae

Personal information

Surname / First name(s)

Dr. Kovács Tamás Ph.D.

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MTMT identifier:

10066268

Nationality

Hungarian

Work experience

Dates

1 September 2021 – present

Occupation or position held

Lecturer, Assistant Professor

Main activities and responsibilities

My teaching activities cover both higher education and adult education. I currently teach at the Faculty of Humanities and Social Sciences of the University of Pécs, the National Institute of Culture, and for several civil society organisations and adult education providers. As a guest lecturer, I also present current results and my research at numerous conferences.

Subjects taught:

- [Legal Regulation of Adult Education and Training](#)
- [Planning and Organisation of Adult Education and Training](#)
- [Local Cultural Management and Regional Development](#)
- [Adult Education and the Labour Market](#)
- [Lifelong Learning and Adult Education](#)
- [Accreditation in Adult Education and Training](#)
- [Career Guidance](#)
- [Conflict Management Methods and Time Management](#)
- [Theory and Practice of Human Resource Consulting](#)
- [Working with Groups in Special Circumstances](#)
- [Methodological Toolkits in Counselling Practice](#)
- [Management of Non-Public-Education Institutions](#)
- Local Society and Cultural Studies – Characteristics of Contemporary Hungarian Society
- Communication Techniques – Conflict Management and Cooperation Skills
- Operation and Administration of Cultural Institutions – Basic Budgetary Documents
- Cultural Marketing and PR – Conceptual Foundations, Analysis of the Marketing Environment, 4P, 5M, Communication Tools and Their Application
- Fundamentals of Project Planning and Project Implementation; Developing Project-Based Thinking
- Strategic Planning and Fundraising in the Cultural Sector

Name and address of employer

University of Pécs, Faculty of Humanities and Social Sciences, Institute of Human Development and Cultural Studies

Type of business or sector

Higher education



Dates	7 October 2020 – 6 October 2021
Occupation or position held	Adult Education and Training Expert
Main activities and responsibilities	Registration No.: FSZ/2020/000124. Pursuant to Decision No. PE/SZF/03789-4/2020, I carried out expert activities in the fields of 1013 – Accommodation, food services and catering; 0413 – Management and administration; and 0111 – Education science.
Name and address of employer	Pest County Government Office, Department of Adult Education and Training
Type of business or sector	Expert services
Dates	1 May 2013 – present
Occupation or position held	Independent Curriculum Developer, Training Coordinator, Trainer and Development Expert
Main activities and responsibilities	My work includes carrying out assignments for various clients and delivering development and preparatory lectures. Topics include equal opportunities, sensitivity training, communication training, mentoring, methodological lectures on supporting disadvantaged children, life-course planning and financial management, job-search and career-guidance training, and ethics and life-skills training. As a consultant, I provide ongoing services in these fields. Together with a fellow trainer, I co-authored the training and methodological documentation for the project “Advanced Mentor Training in the Útravaló Scholarship Programme” and helped optimise it for the Moodle platform; more than 3,000 teachers in Hungary were able to acquire practical mentoring techniques from this material. Since 2015, I have participated in the development of several Hungarian digital platforms for vocational and adult education and training, and have led related needs assessments and research. I am a regular speaker at Hungarian and international adult education conferences. In addition, since 2013 I have developed and disseminated the “Éber Tudat” (“Mindful Thinking”) training programme and delivered inclusion and catch-up sessions within this activity. Parts of the programme have also been presented outside Hungary at partner universities of the University of Pécs (Würzburg, Belgrade and Brno) and at Swami Shraddhanand College, University of Delhi, under the title “Mindful Thinking”. A DVD version was also produced at the University of Pécs for Kazakh participants of the Summer School.
Name and address of employer	Freelancer
Type of business or sector	Adult education, consultancy, education management, social inclusion, systems design and curriculum development
Dates	1 May 2015 – 30 April 2019
Occupation or position held	Grant Writer, Project Coordinator, Trainer, Consultant and Managing Director
Main activities and responsibilities	My responsibilities included coordinating the fulfilment of contracts for the nonprofit company’s clients; generating projects across the full institutional structure of the partnership; coordinating implementation; preparing grant applications; and providing human-resource consultancy. I developed and submitted complex human-resource development plans and related projects across several districts and counties. Work linked to 46 educational institutions included development projects with a total value of HUF 1.4 billion, extracurricular competence development for 3,490 children, the introduction of innovations, the development and successful grant management of 9 projects, and coordination of a further 29 projects.
Name and address of employer	Zen-Rei Adult Education and Human Services Nonprofit Ltd.
Type of business or sector	Education administration, project management, development of disadvantaged regions, adult education

Dates	1 May 2014 – 30 April 2015
Occupation or position held	Equal Opportunities Mentor
Main activities and responsibilities	Within the project “Employment of Young Jobseekers at the Somogy Youth Association, Implementing Deviance Prevention and Youth Community Building”: employment incubation, mentoring and catch-up training. Development and operation of the project’s participant-recruitment and incubation methodology. Equal-opportunities mentoring, employment counselling and career-guidance counselling for the 8 employees involved. Total project budget: HUF 28.5 million
Name and address of employer	Somogy Youth Association Public Benefit Association, Kaposvár
Type of business or sector	Project under the Social Renewal Operational Programme; social inclusion and employment of disadvantaged people
Dates	1 October 2013 – 30 April 2015
Occupation or position held	Implementation Coordinator
Main activities and responsibilities	“Learning a Good Trade! – Helping Disadvantaged Students Obtain a Vocational Qualification at the BNI Industrial and Commercial Vocational School” – TÁMOP-3.3.10.B project Preparation of the professional implementation plan and coordination of project delivery Total project budget: HUF 46 million
Name and address of employer	Kleblersberg Institution Maintenance Centre, Budapest
Type of business or sector	Project under the Social Renewal Operational Programme, social inclusion of disadvantaged people, competence development and strengthening social inclusion
Dates	2 August 2012 – 31 January 2014
Occupation or position held	Professional Lead, Equal Opportunities Mentor
Main activities and responsibilities	Professional leadership responsibilities within the ‘ZSUTI’ Employment Programme on the Periphery of Békés County, including labour-market training, employment incubation, mentoring and catch-up training. Coordination of the professional implementation process, liaison, and development and operation of participant-recruitment and incubation methodology. Equal-opportunities mentoring, employment counselling and career guidance for the 30 employees involved. Total project budget: HUF 75 million
Name and address of employer	E-Amarodrom Roma Identity, Cultural, Heritage Preservation and Advocacy Public Benefit Association, Kétsoprony
Type of business or sector	Project under the Social Renewal Operational Programme; labour-market training and employment of disadvantaged people
Dates	1 May 2010 – 18 April 2012
Occupation or position held	Implementation Coordinator
Main activities and responsibilities	In the TÁMOP 2.2.3 project “Four Micro-regions – One Project”, led by the Marcali–Barcs–Kadarkút–Nagyatád Vocational Training Organisation Association: consolidation of the project work plan into a unified structure; coordination of project administration processes; verification of documentation related to certificates of performance; operation of an alert system in case of deficiencies; and assessment of the sequencing and relevance of activities carried out during implementation. Total project budget: HUF 223 million.
Name and address of employer	Marcali–Barcs–Kadarkút–Nagyatád Vocational Training Organisation Association, Marcali
Type of business or sector	Project under the Social Renewal Operational Programme; vocational education and training

Dates	1 October 2009 – 30 August 2011
Occupation or position held	Project Assistant
Main activities and responsibilities	Within the infrastructure investment component of Somogy County Municipality's project to establish a Regional Integrated Vocational Training Centre: procurement and delivery coordination; coordination of events and related dissemination activities; event moderation; preparation of documentation related to overall project implementation; and fulfilment of information obligations connected to central and on-site implementation audits. Total project budget: HUF 1.2 billion.
Name and address of employer	Somogy County Municipality, 3 Csokonai Street, Kaposvár
Type of business or sector	Project under Measure 3.1.1 of the Regional Infrastructure Development Operational Programme; investment project
Dates	1 December 2008 – 30 November 2010
Occupation or position held	Project Assistant
Main activities and responsibilities	Within Somogy County Municipality's project to establish a Regional Integrated Vocational Training Centre: procurement and delivery coordination; coordination of events and related dissemination activities; event moderation; preparation of related documentation; and fulfilment of information obligations connected to central and on-site implementation audits. Total project budget: HUF 460 million.
Name and address of employer	Somogy County Municipality, 3 Csokonai Street, 7400 Kaposvár
Type of business or sector	Project under Measure 2.2.3 of the Social Renewal Operational Programme; vocational education and training
Dates	21 January 2006 – 20 January 2008
Occupation or position held	Dissemination Officer
Main activities and responsibilities	For the employment-pact development project implemented in the Kaposvár micro-region: development of the communication system; preparation and delivery of the opening and closing conferences and 8 micro-regional workshops; consolidation of the employment strategy into a unified structure; preparation of the pact text and rules of procedure; and participation in developing an organisational-anamnesis procedure. Support for labour-market innovation and strategic planning for employers involved in the project and promotion of micro-regional employment for disadvantaged unemployed people. Total project budget: HUF 52 million.
Name and address of employer	NOSZA Foundation, 45–47 Füredi Street, 7400 Kaposvár
Type of business or sector	Project under Measure 2.3.1 of the Regional Operational Programme; nonprofit sector
Dates	1 July 2005 – 30 April 2007
Occupation or position held	Production Supervisor, Employment Coordinator and Mentor
Main activities and responsibilities	In a training and employment project designed for disadvantaged workers, including Roma participants: coordination of recruitment, mentoring, psychosocial support, training and first-economy placement activities related to the labour-market reintegration of 36 participants. Development of new types of nonprofit services. Total project budget: HUF 112 million.
Name and address of employer	NOSZA Foundation, 45–47 Füredi Street, 7400 Kaposvár
Type of business or sector	Project management under Measure 2.3.1 of the Human Resources Operational Programme; nonprofit sector
Dates	1 October 2004 – 31 September 2005
Occupation or position held	Project Manager
Main activities and responsibilities	Creation of teleworking positions for 10 unemployed people; labour-market reintegration of participants; development and delivery of internal training; establishment and operation of communication and task-management systems; project development, implementation and reporting. Total project budget: HUF 11.5 million.
Name and address of employer	NOSZA Foundation, 7 Ady Endre Street, 7400 Kaposvár
Type of business or sector	Management, nonprofit sector

Dates	1 September 2003 – 31 August 2004
Occupation or position held	Project Manager
Main activities and responsibilities	Development and implementation of a training and employment project for 10 people disadvantaged in the labour market, including equipment procurement, catch-up support and labour-market integration activities; project development, implementation and reporting.
Type of business or sector	Management, nonprofit sector
Name and address of employer	NOSZA Foundation, 15 Teleki Street, later 7 Ady Endre Street, 7400 Kaposvár
Dates	1 September 2002 – 31 March 2003
Occupation or position held	Project Manager
Main activities and responsibilities	Development and implementation of an innovative economic-development project for small and medium-sized enterprises in Somogy County using workshops and interviews. Delivery of organisational-development and management consultancy. Total project budget: HUF 17 million.
Name and address of employer	NOSZA Foundation, 15 Teleki Street, 7400 Kaposvár
Type of business or sector	Management, nonprofit sector
Dates	1997–2002
Occupation or position held	Consultant
Main activities and responsibilities	Business and resource consultancy for companies and civil society organisations
Name and address of employer	Self-employed, 19/A Baross G. Street, 7400 Kaposvár
Type of business or sector	Market and public-opinion research, business consultancy, training
Dates	1996–1997
Occupation or position held	Materials Controller
Main activities and responsibilities	Processing the requirements of SFOR forces stationed in Hungary, resource management and international liaison
Name and address of employer	Brown & Root Services Corporation Contact & management Center: USA, Houston
Type of business or sector	Logistics
Dates	1994–1996
Occupation or position held	Regional Manager
Main activities and responsibilities	Organisational development, marketing and human resource management
Name and address of employer	Bionet Hungary Ltd., 19 Gyenes Mihály Square, 6000 Kecskemét
Type of business or sector	Commerce, marketing

Education and training

Dates	2018 – 2026
Title of qualification awarded	Doctoral Programme in Education Sciences
Principal subjects / occupational skills covered	History and sociology of education, psychology, education policy. Research on the history of the adult-education profession; comparative history of education. Classification: Summa Cum Laude.
Name and type of organisation providing education and training	University of Pécs, Faculty of Humanities and Social Sciences, Doctoral School of Education
Level in national classification	PhD
Dates	2016 – 2018
Title of qualification awarded	MA in Andragogy (Adult Education)
Principal subjects / occupational skills covered	Research and development in andragogy; disadvantage and the elimination of illiteracy; international adult education policies.
Name and type of organisation providing education and training	University of Pécs, Faculty of Cultural Sciences, Education and Regional Development
Level in national classification	Master's degree, higher education
Dates	2011 – 2014
Title of qualification awarded	BA in Andragogy – Employment Counselling Specialisation; Adult Education Organisation Specialisation
Principal subjects / occupational skills covered	Pedagogy, sociology, research methodology, psychology, cultural history, andragogy, fundamentals of law, economic history, macroeconomics and microeconomics, philosophy, communication.
Name and type of organisation providing education and training	University of Pécs, Faculty of Adult Education and Human Resources Development
Level in national classification	Bachelor's degree, higher education
Dates	2014 – 2020
Title of qualification awarded	Short-cycle courses
Principal subjects / occupational skills covered	Andragogy, education science, international relations, social inclusion, education management, and language courses at several foreign universities
Name and type of organisation providing education and training	Masaryk University, Faculty of Arts, Brno; Julius-Maximilians-Universität Würzburg (JMU Würzburg – on 3 occasions); Andragogy, Philosophy and Research – University of Belgrade; Lomonosov Moscow State University, Moscow; Swami Shraddhanand College (as guest lecturer) – University of Delhi, New Delhi

Dates	1 September 2000 – 30 March 2001																																																	
Title of qualification awarded	Regional Development Manager																																																	
Principal subjects / occupational skills covered	Project management, regional development, professional theory and practice, professional English																																																	
Name and type of organisation providing education and training	Ezópus Training Centre, Kaposvár																																																	
Level in national classification	Postgraduate specialist training																																																	
Dates	1 March 2000 – 29 March 2001																																																	
Title of qualification awarded	54 3434 05 Nonprofit Manager																																																	
Principal subjects / occupational skills covered	Establishment and operation of civil society organisations, public-benefit status, fundraising and management																																																	
Name and type of organisation providing education and training	Centre for Civic Studies																																																	
Level in national classification	Specialised higher-level qualification																																																	
Dates	1990-1994																																																	
Title of qualification awarded	Secondary School Leaving Certificate (Vocational Secondary School)																																																	
Principal subjects / practical training	General animal husbandry and animal health studies																																																	
Name of education provider	Móricz Zsigmond Agricultural Vocational Secondary School																																																	
Level in national classification	Secondary education																																																	
Personal skills and competences																																																		
Mother tongue(s)	Hungarian																																																	
Other language(s)																																																		
Self-assessment																																																		
<i>European level (*)</i>																																																		
English																																																		
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	<i>(*) Common European Framework of Reference for Languages (CEFR)</i>																																																	
Social skills and competences	With appropriate time management, I perform effectively in a team. Based on my experience, I am also highly self-reliant. I deliver my best performance within clearly defined areas of responsibility. I am a strong motivator and have a positive approach.																																																	
Organisational skills and competences	I am able to coordinate and organise tasks within a defined area. I am a quick-thinking and creative person who can develop solutions rapidly. I am capable of designing the foundations of systems and processes.																																																	
Technical skills and competences	I am able to identify and repair faults in basic electronic and technical equipment. During my career I have gained practical experience in construction, agriculture and woodworking, enabling me to perform basic tasks in these fields.																																																	
Computer skills and competences	I hold an ECDL qualification and have used computers on a daily basis for 18 years. I have excellent proficiency in MS-DOS, Windows, iOS and macOS operating systems and in Microsoft Office applications.																																																	
Artistic skills and competences	My primary artistic interest is poetry, although I am also interested in prose and novel writing. I publish regularly and received the LIM Memorial Award in 2008. I am also interested in painting and sculpture.																																																	

Other skills and competences	I regularly participate in sport, particularly judo. I hold a 2nd kyu grade and am also a member of Kaposvári Vízügyi SC in the kayaking section. Since 2013, I have regularly participated in international research projects – seven times to date – implemented in partnership with UNESCO, EAEA and ESRAL. This work has enabled me to develop an international professional network. I publish in English on Hungarian social-inclusion and adult-education processes, and I have up-to-date knowledge and practical experience of current vocational education and training, adult education, inclusion practices and international approaches.
Driving licence(s)	Category B driving licence held since 1995