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Almir Mašala

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LinkedIn: https://www.linkedin.com/in/almir-masala-9b3428191/?originalSubdomain=ba

Gender: Male **Date of birth:** 14/12/1969 **Nationality:** Bosnian-Herzegovinian

ABOUT ME

I am Almir Mašala, full-time university professor,

With an academic choice in the subject Management in Sport and with a choice in the scientific field of Organization and Management in Sports of the Faculty of Sports and Physical Education, University of Sarajevo.

To date, I have published over 70 scientific papers that follow relevant databases, published one university textbook, three books, two professional publications, with over 60 citations.

The narrower scientific field includes a significant part of scientific segments with scientific topics:

- Educational Management,
- Educational Administration,
- Marketing is the activity,
- Set of institutions, and processes for creating, communicating, delivering, and exchanging offerings that have value for customers, clients, partners, and society at large,
- Higher Education expert,
- Quality insurance expert

I got my doctorate on the multidisciplinary topic Management models of sustainable development sports organizations, which was done in cooperation with the Faculty of Economics in Sarajevo and the Faculty of Sports and Physical Education in Sarajevo - University of Sarajevo, narrower scientific field of Management and Organization and Organization and Management in Sports. I am a former assistant to the Minister of Higher Education and Science of the Canton of Sarjevo, as well as an expert advisor in the Ministry of Culture and Sports of the Canton of Sarajevo.

I have spent considerable time and experience working in the administrative bodies of the Canton of Sarajevo, for more than thirteen years, which places me in the ranks of extremely reference leading civil servants in the field of higher education, culture and sports.

Special emphasis is placed on successful communication and negotiation skills related to facility management and IT. I have strong adaptability to new circumstances with the ability to simultaneously manage several projects. I have exceptional contacts in society and as such I am a very reliable lobbyist. I am focused on excellence, legality and effectiveness in the execution of work.

I have strong interpersonal and communication skills; strong interpersonal and communication skills; knowledge of the MS Office suite, ability to work together as part of a team; Troubleshooting; leadership; meticulous attention to detail; excellent organizational skills; calm under pressure.

Teaching subjects in the field of economics:

Human resource management,
strategic management,
PR and public relations,
Management in the new society,
Philosophy of management in sports,
Globalization,
Selection of human resources management
Teamwork
Teaching subjects in the field of sports management (organization and management):

Management in sports,
Marketing in sports,
Management of sports facilities,
Management of sports events,
Financial management in sports,
Mission and values in sport,
Sports and propaganda management,
Management in sports recreation
New technologies in sports
PR in sports

WORK EXPERIENCE

[2017 – Current]

University Professor

Faculty of sports and physical education, University of Sarajevo https://fasto.unsa.ba/

Address: Patriotske lige 41, 71000, Sarajevo, Bosnia and Herzegovina
City: Sarajevo
Country: Bosnia and Herzegovina
Email address: dekanat@fasto.unsa.ba
Name of unit or department: Organization and management in sports; Organization and management
Business or sector: Education,

The deputy minister for high education and science of Canton of Sarajevo;

Canton of Sarajevo
City: Sarajevo
Country: Bosnia and Herzegovina

Assistant minister of culture and sport of Canton of Sarajevo;

Canton of Sarajevo
City: Sarajevo
Country: Bosnia and Herzegovina

Vice-dean for finance of faculty of sport and physical education of University of Sarajevo

Fakultet sporta i tjelesnog odgoja Univerziteta u Sarajevu
Address: 71000, Sarajevo, Bosnia and Herzegovina
City: Sarajevo
Country: Bosnia and Herzegovina
Name of unit or department: Sports and physical education
Business or sector: Education

Head of the katedry management and organization in sport

Fakultet sporta i tjelesnog odgoja Univerziteta u Sarajevu
City: Sarajevo
Country: Bosnia and Herzegovina

Head of the departmentof Quality assurance in high education

Univerzitet u Sarajevu

EDUCATION AND TRAINING

[1994]

Profesor sporta i tjelesnog odgoja

Fakultet sporta i tjelesnog odgoja, Univerzitet u Sarajevu https://fasto.unsa.ba/

Address: Patriotske lige 41, 71000, Sarajevo, Bosnia and Herzegovina

[2002]

Magistar komunikologije

Filozofski Fakultet, Univerzitet u Tuzli http://www.ff.untz.ba/

Address: Tihomila Markovića 1, 75000, Tuzla, Bosnia and Herzegovina

[2008]

Doktor nauka u Sportu

Fakultet sporta i tjelesnog odgoja, Univerzitet u Sarajevu

Address: Patriotske lige 41, http://www.fasto.unsa.ba/, 71000, Sarajevo, Bosnia and Herzegovina

LANGUAGE SKILLS

Mother tongue(s): Bosnian

Other language(s):

English

LISTENING B2 **READING** B2 **WRITING** B2

SPOKEN PRODUCTION B2 **SPOKEN INTERACTION** B2

DIGITAL SKILLS

Microsoft Excel | Microsoft Word | Microsoft Powerpoint | Google Drive | Microsoft Office | Google Docs | Social Media | Zoom | Instagram | Skype | Facebook | Outlook | LinkedIn | Twitter | Power Point | Research and Analytical skills

PUBLICATIONS

[2022]

EFFECTS OF APPLICATION OF SPORTS MANAGEMENT DURING THE PANDEMIC COVID-19 TO INTERNATIONAL TOP SPORTS CLUBS FOOTBALL AND ULTIMATE FIGHT CHAMPIONSHIP, Homosporticus 24 (2), pp. 22-30. EBSCOHost.

[2022]

DIFFERENCES IN THE LEVEL OF PHYSIOLOGICAL EFFECTS DURING PHYSICAL AND HEALTH EDUCATION CLASS USING COMPLEX METHODOLOGICAL ORGANIZATIONAL FORMS OF WORK

[2021] **Perception of conflict between athletes and coaches: A systematic review**

Link: https://dergipark.org.tr/en/download/article-file/1741815

[2021]

MANAGEMENT OF HUMAN RESOURCES FROM THE ASPECT OF ATTACHMENT, SATISFACTION OF EMPLOYEES OF ALL VOCATIONAL SPORT FEDERATIONS OF BOSNIA AND HERZEGOVINA

Link: https://oaji.net/articles/2021/4752-1634218501.pdf

[2021]

EFFICIENCY OF MANAGEMENT OF HUMAN RESOURCES IN SPORT FEDERATIONS OF B&H. Homosporticus

[2019]

THE EVALUATION OF B&H OLYMPIC SPORT FEDERATIONS FROM THE ASPECT OF MARKETING PLANNING, BRANDS AND SPONSORSHIP

[2019] **EFFECTS OF SPORTS ACTIVITIES ON SCHOOL SUCCESS**

[2017] **KONFLIKTI I NJIHOV UTICAJ NA KREIRANJE ORGANIZACIJSKE KLIME**

[2017]

P351 Management of paediatrics in children – identification, evaluation and assesstment – the best health system for Bosnia and Herzegovina

[2016] **ANALYSIS OF THE CONTENTS OF TRAINING CAMPS OF EUROPEAN CLUBS**

[2016]

ANALYSIS OF ORGANISATIONAL STRUCTURE AND FINANCIAL ASPECT OF SUUCESSFUL EUROPEAN CLUBS

[2013]

THE EFFECT OF SPORTS MANAGERS EDUCATION ON BUSSINESS SUCCESS IN BASKETABALL, VOLLEYBALL AND HANDBALL

[2013]

UTJECAJ AKTIVNIH I PASIVNIH KORISNIKA NA PROCJENU KVALITETE SPORTSKIH PROIZVODA I NJIHOVU GLEDANOST NA TV-U

[2009]

SPORTS SUCCESS PREDICTION MODELS IN TEAM SPORTS OF FOOTBALL, BASKETBALL, HANDBALL AND VOLEYBALL

NETWORKS AND MEMBERSHIPS

[2002] **Antidoping control team BiH** Sarajevo

Član komisije za 2002 godinu...

[2005] **Election for sportsman of the century in Bosnia and Herzegovina** Sarajevo

Member of comission.

Consultant manager on the Project for reconstruction and renovation of the Zetra Olympic sports complex, "Works Monitoring Commission”
Sarajevo

Member of the expert commission, under the leadership of the International Olympic Committee (IOC).

International program Eurathlon (Youth Olympics)

Member of the organizing committee

[2017 – Current] **Member of organisation board** NTS - Sarajevo

SOCIAL AND POLITICAL ACTIVITIES

ACTIVITIES

In his rich professional career, he successfully performed the duties of assistant minister for higher education and science in Sarajevo Canton and expert adviser for culture and sports in the Ministry of Culture and Sports of Sarajevo Canton.

In these very complex managerial positions, he works intensively on the introduction of the higher education system in accordance with the Bologna Declaration into the legislative and legal framework of the Canton of Sarajevo.

With the new curricular reform of higher education, which was then officially introduced into the Law on Higher Education of the Canton of Sarajevo, by which Bosnia and Herzegovina, as well as the Canton of Sarajevo, joined the European area of higher education founded on European principles, students of the University of Sarajevo became recognizable for the first time with their diplomas labor market in Europe and the world.

It is unquestionable that my work at that time represented a special challenge as well as a kind of personal stamp on my professional career

He participated in numerous expert commissions in the drafting of laws and other by-laws of interest to the activity of education and sports, such as:

- Law on Higher Education of Sarajevo Canton, president of the commission
- Elaborate on the integration of the University of Sarajevo, coordinator of the expert list
- Sarajevo Canton Higher Education Development Strategy, coordinator on behalf of the Sarajevo Canton Ministry of Education and Science
- Rulebook on academic, scientific and professional titles of the Canton of Sarajevo, coordinator on behalf of the Ministry of Education and Science of the Canton of Sarajevo
- Law on student organization of Sarajevo Canton, president of the expert commission
- Sarajevo Canton Sports Law, member of the expert commission
- Sarajevo Canton Development Strategy until 2015, member of the expert commission
- Criteria for financial support of sports of Canton Sarajevo, president of the expert commission
- List of experts for the selection of civil servants in the field of sports, physical education and education of the FBiH Civil Service Agency 2006/2007. years, member of the expert commission
- Consultant manager on the Project for reconstruction and renovation of the Olympic sports complex Zetra, "Works Monitoring Commission" under the management of the International Olympic Committee (IOC), member of the expert commission
- BiH Sportswoman of the Century - 2005 (Mirza Delibašić), member of the expert commission
- Quality system audit in accordance with ISO 9001:2000 - internal auditor
- International program Eurathlon (Youth Olympics), member of the organizing committee
- BiH anti-doping control, member of the commission for 2002
- Member of the editorial board for the publication "Sarajevo Marathon 1992-1995".

DRIVING LICENCE

Cars: B

COMMUNICATION AND INTERPERSONAL SKILLS

SKILLS

Special emphasis is placed on successful communication and negotiation skills related to facility management and IT. Possesses strong adaptability to new circumstances with the ability to simultaneously manage several projects. He has exceptional contacts in society and as such is a very reliable lobbyist. He is focused on excellence, legality and effectiveness in the execution of work.

Has emphasized interpersonal and communication skills; strong interpersonal and communication skills; knowledge of the MS Office suite, ability to work together as part of a team; Troubleshooting; leadership; meticulous attention to detail; excellent organizational skills; calm under pressure.