

PROFESSIONAL SUMMARY

Nonprofit management professional with 10+ years of experience working in finance, community outreach and mobilization, policy development, strategic planning, and leading teams. Experience with implementing and managing global projects with culturally diverse teams.

KEY SKILLS

- Nonprofit management
- Strategic planning
- Budgeting
- Immigration law
- Project and program management
- Fundraising
- Agile and Scrum
- Financial analysis
- Leadership engagement
- Solution development
- Reporting and analysis
- Fluent in English, Ukrainian, and Russian
- Problem-solving
- Communication
- Adaptability
- Teamwork
- Motivation
- Multitasking

PROFESSIONAL EXPERIENCE

Co-founder and President

07/2019 - Present

QUA - LGBTQ Ukrainians in America, Washington, DC/ New York (www.qua.community)

Community based association of Ukrainian LGBTQ+ people living in the US

- Founded QUA and built a team of advocates and volunteers who run groundbreaking programs that help integrate Ukrainian LGBTQ refugees and immigrants into American society
- Partnered with Pfizer and TENT on supporting Ukrainian LGBTQ refugees, leading to 20+ mentorships
- Raised \$55,000 USD for the Ukrainian LGBTQ Initiative, that helped relocate more than 160 individuals to the U.S. and provided educational and informational support for more than 251 Ukrainian LGBTQ refugees
- Organized more than 20 public events (including panel discussions) in the top universities of the U.S. (including Georgetown, Columbia University, NYU); initiated, organized and facilitated more than 25 advocacy meetings in the Congress, State Department, Peace Corp
- Built a partnership network with other non-profit organizations, governmental agencies, and businesses that led to more than 10 collaborative projects, focused on LGBTQ community human rights advocacy; successfully lobbied on behalf of Ukraine the progressive agenda for a ban on hate speech and anti-discrimination policies the [U.S. - Ukraine strategic charter](#)
- Created a QUA information web portal using Strapi, which became the main informational resource for Ukrainian LGBTQ refugees in the U.S. with more than 2,000 unique user per month

Self-employed at gig platform TaskRabbit, (www.taskrabbit.com)

02/2017 - Present

(New York, USA)

Gig Californian startup that provides marketplace services. Worked with different clients to help build a smart workplace.

- Realized more than 1466 individual projects over 5 years in a high-pressure environment, maintained five-star reviews and elite tasker status in the competitive NYC market
- Managed more than 15 large projects, in coordination with other contractors, with an average budget of more than \$15,000 USD

CEO

07/2011 – 12/2021

Hive report, Kyiv, Ukraine (www.hive.report)

Tech company that provides reliable and fast electronic reporting and document management software for businesses in Ukraine

- Implemented Agile practices for a team of 10 people, which increased productivity in the company by more than 40% and helped increase the client base from 125 companies to over 3,500
- Designed and implemented a customer relationship management system that provided services to over 3,500 clients and increased the profit by over 32% and, increased company revenue from \$60,000 USD to \$310,000 USD per year
- Created an online marketing strategy and implemented different Google marketing tools including Adword, Google tag, Analytics which resulted in increasing the number of new clients by more than 27%

Executive Director

09/2009 – 12/2016

FULCRUM, Kyiv, Ukraine

LGBTQ advocacy organization protecting human rights and supporting people affected by HIV/AIDS

- Managed a team of 16 staff members to identify community needs and created programs to meet those needs through research polls using Google Forms and Facebook
- Raised \$50,000 USD per year to launch and run the first "[Corporate Equality Index](#)" in Ukraine, which incentivized companies to implement anti-discrimination policies in their workspace
- Raised \$300,000 USD to develop a program model and marketing campaign to launch the "[Friendly Doctor](#)" program; the program increased access to medical services for 3000 members of the LGBTQ community
- Trained HR officials representing 100 international companies and corporations (15 attendees per training) to promote and implement anti-discrimination policies in the workplace
- Created a communication strategy and coordinated with donors and partner organizations, including the U.S. Embassy (State Department), USAID, Peace Corps and several foundation partners
- Coordinated public advocacy campaigns, that included providing public speeches and press releases that supported the launching of direct service programs and implementation of anti-discrimination policies in Ukraine
- Created an [LGBTQ news portal](#) using Wordpress, which became the first officially registered LGBTQ news portal in Ukraine

Assistant to the Committee Chairman, Kyiv, Ukraine

12/2015 – 01/2017

Verkhovna Rada Committee (Ukrainian National Parliament)

Ukrainian Parliament committee that addresses issues of human rights, ethnic minorities and interracial relations

- Coordinated the work of the Expert Commission by leading communication activities between 40 members, organized status meetings, round tables, closed-door and unofficial meetings, including hearings on legislation and multi-stakeholder issues
- Participated in the creation of technical groups to develop amendments to legislation such as the first LGBTQ anti-discrimination bill that was successfully voted into the law
- Assisted in the development of state policies and corresponding legislation with other human rights experts and organizations to create the National Strategy and Action Plan for Human Rights in Ukraine

SELECTED ARTICLES

- [Ukrainian ambassador to U.S. highlights support of LGBTQ, intersex](#), Washington Blade, 01/2023
- [LGBTQ rights in Ukraine and the false dawn of Zelenskyy](#), 2020, Atlantic Council
- [How Russia exports homophobia into Ukraine](#), 2019, Georgetown Public Policy Review
- [What Trump Era Means for LGBT in Ukraine](#), 2018, KyivPost
- [Dutch Voters Could Derail Gay Rights in Ukraine](#), 2016, Euobserver_

AWARDS

Top 30 Under 30 Young Leaders by Kyivpost at 2016 (<https://www.kyivpost.com/post/10283>)

CONTINUING EDUCATION

Agile Project Management by Google (online course)	01/2023
Foundations of Project Management by Google (online course)	01/2023
Learning How to Learn: Powerful mental tools to help you master tough subjects (online course)	09/2022
LGBTQ Advocacy in the US under International Visitor Leadership Program at United State Department of State	08/2012

EDUCATION

Certification program Art of Business Management Kyiv-Mohyla Business School, Kyiv, Ukraine	12/2016
Masters Degree in Business Management (M.B.A) Poltava University of Economics and Trade, Poltava, Ukraine	07/2013
Bachelors Degree in Accounting and Auditing (B.A.) Poltava University of Economics and Trade, Poltava, Ukraine	07/2011