

## PERSONAL INFORMATION

**Aleš ZALAR**

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Sex Male | Date of birth 22 October 1961 | Nationality Slovenian

## WORK EXPERIENCE

From 02/2012 **International consultant, rule of law system design expert, entrepreneur**

- President of the European Centre for Dispute Resolution (ECDR), mediator, arbitrator, accredited at Milan Chamber of Arbitration and at ECDR
- Consultant on the rule of law reforms, judiciary, mediation, arbitration, dispute system design, court and case management, strategic planning, legal drafting, performance management, institutional capacity building, judicial training, security and intelligence agencies reform

From 11/2008 to 02/2012 **Minister of Justice and acting Minister for Home Affairs**

Republic of Slovenia, Ministry of Justice, Župančičeva 3, SI-1000 Ljubljana, Slovenia

- Policy making and leadership in the field of justice and home affairs
- Design and implementation of national strategy and action plan in the field of judicial management and administration, civil and criminal justice reform and constitutional reform
- Drafting of constitution, laws and regulations concerning judiciary, law enforcement, security and intelligence agencies
- Monitoring and evaluation of performance of courts and state prosecutions
- International legal and judicial cooperation

Government

From 01/1995 to 03/2008 **Judge**

District Court in Ljubljana, Tavčarjeva 9, SI-1000 Ljubljana, Slovenia

- Judging in civil and family matters
- Decision making in national security matters

Judiciary

From 01/1995 to 12/2006 **President of the District Court in Ljubljana**

District Court in Ljubljana, Tavčarjeva 9, SI-1000 Ljubljana, Slovenia

- Court leadership, management and administration
- Court budgeting
- Court security
- HRM
- Backlog reduction programs design

Judiciary

From 11/1991 to 12/1994 **President of the Basic Court in Ljubljana**

Basic Court in Ljubljana, Tavčarjeva 9, SI-1000 Ljubljana, Slovenia

- Court leadership, management and administration
- Court budgeting
- Court security
- HRM
- Backlog reduction programs design

Judiciary

**From 10/1989 to 06/1991 Judge/Head of the Regional court in Domžale**

Basic Court in Ljubljana, Tavčarjeva 9, SI-1000 Ljubljana, Slovenia

- Court leadership, management and administration

[Business or sector](#) Judiciary

**From 1987 to 10/1989 Court Administrator at District Court in Ljubljana**

District Court in Ljubljana, Tavčarjeva 9, SI-1000 Ljubljana, Slovenia

- Court administration

Judiciary

**EDUCATION AND TRAINING**

**From 1984 to 1986 State Bar Exam**

University of Ljubljana Faculty of Law, Kongresni trg 12, SI-1000 Ljubljana, Slovenia

- Practising law in courts

**From 1980 to 1984 Graduate of Law**

University of Ljubljana Faculty of Law, Kongresni trg 12, SI-1000 Ljubljana, Slovenia

- Legal knowledge

**PERSONAL SKILLS**

Mother tongue Slovene

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
	No certificate acquired				
French	B2	B2	B2	B2	B2
	No certificate acquired.				
Serbian	C2	C2	C2	C2	C2
	No certificate acquired				
Croatian	C2	C2	C2	C2	C2
	No certificate acquired				

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

**Communication skills**

- Excellent communication skills in English gained through 8 years learning in public schools and practical use in extensive international activities
- Good communication skills in Serbian, Montenegrin and Croatian gained through 4 years learning in public schools and practical use in day to day life during the times of former Yugoslavia
- Communication skills in French gained through 4 years learning in a high school

**Organisational / managerial skills**

- Leadership (in recent 23 years each year responsible for a team of several hundred employees, appointed as the International leadership Gold Star in a year 2013 by the US Department of State)
- Optimisation and rationalisation of working processes
- Open minded for excellent advices with tendency of improvement
- Awareness of the impact of involving positive motivation in team process

**Job-related skills**

- Good command of a quality control process (ISO standard of excellence gained during the term of minister of justice)
- Good administration of justice (gained through top leadership positions in the judiciary)
- New public management skills (savings, efficiency, speed, fairness, flexibility, ability to form management coalitions)
- Quick inclusion in different business environments
- Discernment

**Computer skills**

- Microsoft Office – Windows, Word, Excel, Internet Explorer, Outlook, Power Point, search for information online

**Other skills**

- Legal drafting
- Process reengineering and innovative skills (received special recognition of the European Commission and Council of Europe at the competition for a Crystal Scale of Justice Award, 2005, for the accelerated civil litigation and court-annexed mediation as the most innovative judicial programs)

## ADDITIONAL INFORMATION

Membership in domestic  
professional institutions

- Chairman of the Governmental Expert Group for Constitutional amendments in the Republic of Slovenia (2008–2012)
- Member of the Association for Constitutional Law (from 2000)
- President of Slovenian Association of Judges (1997–1999, 1999–2001)
- Vice-President of the Slovenian Association of Judges (2001–2003)
- President of the Slovenian Association of Judges (2003–2005)
- President of the Commission on Pardons at the President of the Republic of Slovenia (2004–2006)
- Member of the executive board of the Association of Layers (from 1998)
- Member of the Programme Council of the Centre for Education in Judiciary
- Member of the Programme Council of target research “Strategy of legal development in the Republic of Slovenia until 2010”
- Visiting lecturer on post-graduate course on alternative dispute resolution at Ljubljana Law Faculty
- Founding member of Ljubljana Law Faculty’s ALUMNI Club
- Member of the managing board of Slovenian Association of Mediators

Membership in the international  
bodies

- Member of the Consultative Council of the European Judges (until 2007)
- Founding member of the International Association for Court Administration and member of its Advisory board
- Member of the Advisory Council of the International Mediation Institute (IMI)
- Member of managing board of GEMME (Group of the European Magistrates for Mediation)
- Member of the European Law Institute (ELI)
- Member of Advisory board of the World Forum of Mediation Centres (from 2014)

## Awards

- Award of honour by the Slovenian Association of Judges (2001)
- Honorary member of the Kentucky Bar Association (2004)
- Award of Netherlands Mediation Institute for mediation development in Slovenia (2005)
- Nomination and special recognition of the Crystal Scale of Justice Award for innovative court-annexed mediation and accelerated litigation project at the Ljubljana District Court by the Council of Europe and European Commission (2005)
- Award and medal for the contribution to the rule of law development by the Supreme Court of the Republic of Slovenia (2008)
- Honorary panel membership at ADR Group, 2011
- International Visitor Leadership Gold Star Award, US Department of State, 2013

## International expert missions:

- USAID/EWMI key expert in the PRoLOG Project, Strategy building for judicial reform of Georgia (2016–2017)
- Human Dynamics key expert within a project Support of the independence, accountability and efficiency of the judiciary in Georgia (2017)
- American Bar Association CEELI key expert within Kazakhstan Judicial Program (2017)
- Regional Cooperation Council (RCC); Support to the Implementation of the South-East Europe 2020 Strategy Regional Action Plan in the Area of Justice, team leader, Bosnia and Herzegovina (2014)
- Regional Cooperation Council; Support to the implementation of the South-east Europe 2020 Strategy and Regional Action Plan in the area of justice; Report on comparative overview and analyses of good practices with identification of elements of court-annexed mediation program and comparative study on accreditation and certification systems, team leader, Western Balkans Region (December 2014)
  
- EBRD, Commercial Mediation in Serbia – Team Leader, Serbia (2016–2018)
- USAID/EWMI key expert in the JILEP Project on Assessment Report on Mediation in Georgia (2015)
- USAID/Chemonics key expert in the Project on Drafting Regulatory Framework for Mediation in Ukraine (2015)
- IPA Pre-accession Instrument (DG ELARG) Assessment of Alternative Dispute resolution / Mediation in Bosnia and Herzegovina, (2015)
- Council of Europe mediation expert in Switzerland, Albania, Georgia, Malta, Serbia, Montenegro, Russian Federation (2001–2007)
- Council of Europe expert for the anti-corruption policies in judiciary since 2005 (Russia, Georgia)
- World learning consultant for performance measurement project at the Ministry of Justice of Macedonia (2006)
- World Bank (IFC) expert consultant for mediation in Bosnia and Herzegovina, Macedonia, Serbia and Montenegro (2004–2006)
- USIAD expert consultant for public awareness mediation campaign in Montenegro (2005)
- Council of Europe expert for judicial reform and for ADR in Ukraine (2006 and 2007)
- Venice Commission expert for Law on courts and judges in Ukraine (2006)
- DCAF expert on judicial independence and judicial oversight of intelligence and security services on Kosovo (2013)
- EU law expert for the assistance to the High Court of Cassation and Justice, Romania, (2007–2008).
- EU mediation expert at the Ministry of Justice of Croatia (2008)

Other relevant activities  
concerning EU matters and others

- Management of change in the judiciary, Court excellence in changing world, Dubai, December 9–10 2013, IACA international conference, speaker
- Impartiality and Independence of the Judiciary, Challenges and Risks, DCAF Conference on strengthening security sector accountability, Ljubljana, 25 September 2013, moderator and expert speaker
- Security and Intelligence Oversight, Roundtable for members and staff of selected committees of the Assembly of Kosovo, Geneva centre for democratic control of armed forces, Ohrid, 24–26 June 2013, expert speaker
- Supporting the Implementation of Legal Reforms in Serbia, 7th European Legal and Policy Forum, Belgrade, June 21st 2013, expert policy speaker
- In the capacity of the president of Slovene Judges Association drafted National strategy of judicial reform, approved by the Government and Parliament and integrated in the accession process
- Member of the Strategic Council of the Supreme Court, accountable for Chapter 23 during accession negotiations to the EU
- Involved in all EU screening missions and progress reports related to accession negotiations between Slovenia and EU (Chapter 23)
- As the Minister of Justice involved in Croatia's accession negotiations (Chapter 23 and 24) at a political and expert level
- Consulting meeting with the Minister of Justice in Georgia on EU accession process, negotiations on Chapter 23 (judiciary and fundamental rights) and judicial reform (2014)
- As the Minister of Justice and acting minister for Home Affairs participated at numerous EU Justice and Home Affairs Council meetings, regional ministerials and bilateral meetings (visa liberalization regime, asylum, EAW for Western Balkans, anti-corruption policies etc.)
- Special reporter of the IAJ for the independence of judges in Serbia
- As UNDP long term expert Drafted Montenegro's first Strategy for judicial reform and assisted at its implementation to the ministry of justice (MoJ)
- As USAID short term expert Contributed to the improvement of the status, competence and performance of the Judicial Council of Montenegro
- Performed trainings of Montenegro's judges and presidents of courts on issues of judicial independence and efficiency through bilateral judicial exchange programs
- Assisted at establishment of first court-related mediation schemes in Montenegro (cooperation with MoJ)

## Recent international lectures:

- International Association for Court Administration (IACA): Conference on Promoting Regional and Global approaches to Justice Administration, May 2016 Hague, The Netherlands
- European Law Institute (ELI), DS RS, ECDR: Conference on out-of-court consumer disputes resolution in the EU and SLOVENIA, January 2016 Ljubljana, Slovenia
- Regional Rule of Law Conference 2014: The Judicial Chain: Cooperation in Criminal Proceedings, December 2014, Budva, Montenegro
- DCAF: Regional Conference of Parliamentary Committees for the Oversight of Intelligence Services, December 2014, Belgrade, Serbia
- DCAF: Roundtable on Police Integrity: Recent Developments, Institutional Cooperation and the Role of Media, speech: Who watches the watchman?, November 2014, Pristina, Kosovo
- On-line dispute resolutions and hybrids, How to rise mediation demand, Sofia, Bulgaria
- Baku International Humanitarian Forum, Comparative Research into Multiculturalism: from Theory to Humanitarian Practice, October, 2014, Baku, Azerbaijan
- World forum of mediation centres (UIA), What more could governments do to increase the demand for mediation. September 2014, Thessaloniki, Greece
- Academy of European Law (ERA): Summer course on mediation, ADR and ODR, July 2014, Trier, Germany
- GEMME: Mediation: A peaceful means of achieving European justice, June 2014, Paris, France
- European Law Institute (ELI): Activity of ELI in Slovenia in the light of development of European Law, Ljubljana, Slovenia, April 2014
- World forum of Mediation Centres: Mediation of the session Mediation: Judicial perception here and abroad, Huston, Texas, March 2014
- Promoting a Culture of Mediation and Prevention in the Mediterranean: Promoting the value of mediation and peaceful coexistence through education, engaging youth and the civil society, Brdo, Slovenia, March 2014
- ADR Hybrids: Neutrals as Chameleons; Mediation and Arbitration – Global Developments, Tbilisi, National Centre for Dispute Resolution, 28–29 October 2013
- Reaching Concorde: Courts, Judges and Mediation: A European Perspective on Mediation. International Academy of Mediators Conference, Paris, September 19–21, 2013
- Governments in support of mediation, European Network for Mediation, International conference, Sophia, 1–2 November 2012
- Mediation policy in the EU; An Overview of Judicial Mediation, Koszeg-Szombathely, 14–15 June 2013
- ADR in consumer disputes, UIA World Forum of Mediation Centres, Prague, 8 June 2013
- ADR Conference in Sofia, Bulgaria, 2012
- Which governmental policies may support the growth of ADR?, Tbilisi, Georgia 2012
- Judges as Mediators, Morocco 2012
- Consumers disputes, Zagreb 2012
- Cross-border Mediation, Gorizia, Italy 2012
- What governmental policies support the growth of ADR? World Bank and Ministry of Justice of Turkey International conference on legal reforms, Ankara, 2–3 April 2012
- The transformation of the legal profession during transition: EU-China Law School, Beijing, 13 September 2011
- State support for ADR: Policymakers speak: ICDR, Trinity College, Dublin, 10 October 2011
- How to exit the crisis – with a new government or new governance? International conference on ADR, ADR Group, Oxford, 6 December 2011
- Mediation as an evolution and revolution in dispute resolution; Advanced instruments for improving access to the courts and increasing their efficiency with a special emphasis on financial disputes: First St. Petersburg International Legal Forum, St. Petersburg, 19–21 May 2011
- Does the future belong to mediation? The state of play in the European Union; Western Balkans regional conference on mediation, Budva, 1–2 December 2010
- The advantages of choosing Slovenia as the seat of international arbitration: How to settle your dispute efficiently? Conference on international commercial arbitration, ICC and SCC, Ljubljana, 5 November 2010
- Mediation – what can governments do (more)? Moving mediation, International conference, Hague, 19 November 2009
- Judicial mediation, International conference on judicial mediation, the French parliament, Paris, 16–17 October 2009
- Visiting lecturer on-court-annexed ADR in Bahrain, Morocco, UK, USA, Russian Federation, Italy, Netherlands, China, Argentina

## Expert legal drafting:

- Publications: Five Challenges for European Courts: The experiences of German and Slovenian Courts; Management of change in the judiciary; Edited by B. Zalar, 2004, NUK, Ljubljana
- Author of the Commentary to the Code of Judicial Ethics of the Slovenian Association of Judges
- Author of the Commentary to the Slovenian Law on Alternative Resolution of Judicial Disputes
- Co-author of the Law on the Slovenian Law on Parliamentary oversight of security and intelligence services
- Co-author of the Commentary to the Law on Slovenian Security-Intelligence Service
- Author of the Draft Law on Mediation of Ukraine
- Author of the Draft Law on Mediation of Georgia
- Author of the draft amendments to the Civil Procedural Code and Law on Mediation of Kazakhstan