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IOM International Organization for Migration  
IOM Kansainvälinen siirtolaisuusjärjestö  
IOM Internationella migrationsorganisationen

Helsinki, 02 February 2006

To Whom It May Concern

This is to certify that **Mr. Hrachia Kazhoyan** was employed by the International Organization for Migration (IOM) at its office in Armenia as a Consultant for Micro-Enterprise Development and Counter-Trafficking Projects from September 2003 to January 2004, and as National Programme Officer from February 2004 to January 2006. In the latter position, he also served as the Officer-in-Charge in the absence of a resident international Chief of Mission.

As IOM's National Programme officer in Armenia, Mr. Kazhoyan had the following tasks:

- managing IOM staff and office;
- developing, implementing and monitoring IOM projects;
- supervising project budgets and administrative activities;
- liaising with and facilitating the exchange of ideas among central and local authorities, foreign embassies, service providers, media, the international community, NGOs and other counterparts in civil society;
- communicating with donors and developing fundraising strategies.

Experienced in national and regional project development, and proficient in United States, EU and other donors' regulations and requirements for project management, grant administration and reporting, Mr. Kazhoyan has at all times been performing his duties to my total satisfaction and the total satisfaction of the Organization. Dedicated and professional, he is a quick learner, very dependable, knowledgeable and thorough in his work and does not hesitate to spend long hours and week-ends on assigned tasks.

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**Mission with Regional Functions - Regional Office for the Nordic and Baltic States,  
and the European Neighbourhood countries (East)**

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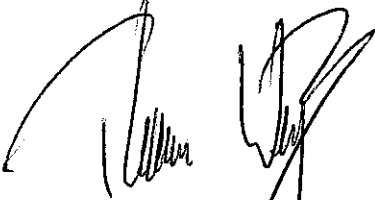
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Mr. Kazhoyan is a fair, agreeable and considerate team leader who is valued and respected by his colleagues, and has demonstrated respect and understanding for those working with him. He effectively communicates with implementation partners in a variety of situations. In sum, from a professional and personal perspective, he was a great asset to the IOM Mission in Yerevan.

As Mr. Kazhoyan is leaving us out of his own initiative, I wish him every success in his future undertakings, and I am confident that he will be a significant asset to any Organization that he might join.

If you would like to discuss his credentials in more detail, please feel free to contact me at the referred contact numbers.



Dr. Thomas Lothar Weiss

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and the European Neighbourhood countries (East)  
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