

# Annual review

## 2023



civitta

# Introduction to **One Company,** One Vision

## The year 2023 has marked the completion of key milestones in our ambitious project to build a new Civitta – Project River.



Based on this project, we have brought together our original brands and businesses – CIVITTA (advisory services), Mediapark (digital services) and Singleton (digital services) under a single upgraded Civitta brand. We have also introduced an international management structure, based on the concept of Heads of business streams – Public Advisory, Private Advisory, Innovation and Funding, and Digital, to enable more ambitious investments into international business development.

We have also broadened our shareholder group, to include over 40 Partners from various countries in our geography. We remain fully owned and financed by our Partners and employees, giving us independence to act.

The new Civitta, with over 700 employees in over 20 countries, remains unchallenged as the only broadly international advisory and digital services group originating from the CEE region.

We remain committed to our mission: providing opportunities for local talent to grow and develop in our geographies, while delivering impact to clients both in our local communities and on a broader international scale.

We have always challenged the convention of how professional services firms are run, giving rise to our motto: **Question the answer.**

However, with the launch of our upgraded brand, we also bring in a new angle. By adding digital services to our group, we are repositioning Civitta as a Collaboratory – a place where experts from various fields and geographies can come together and co-create solutions for our clients.

Yours truly,

Adam Saulius Vaina  
CEO of Civitta Group





# Collaboratory is in our DNA

The collaborative spirit is quite personal to me because it has changed my life. In 2013, the merger of three companies marked the birth of Civitta as we know it today. At that time, we were a fraction of our current size. The journey that followed was a testament to the power of collaboration. We found a way to work together, sharing a common mission and values. Although the name Collaboratory is new, it has been integral to our DNA since the first steps together.

**The Collaboratory consists of two words: collaboration and laboratory.**

Collaboration is not just a way we organise our lives inside Civitta. It's a feeling, a responsibility we take for our actions. The 'laboratory' aspect of our culture allows us to test our methods, take risks, and innovate. When we combine these elements into the **Collaboratory**, we create a powerful tool that helps us solve our clients' most complex problems. For that culture to thrive in the organisation, we need ambition, impact, and trust.

**Ambition** helped us, the founders of Civitta, create something unique. In the Baltics, companies and governments did not get high-quality support from the consulting sector because there were almost no proper consulting companies with international expertise, and talented people dreaming of working on international projects had to leave the region to follow their dreams. Therefore, we decided to do something no one else had done before in our region—we started to build a company with international know-how that could offer international experience to people living in our home societies.

For the Collaboratory to work and attract talent who share your vision and want to contribute, the company needs to be able to make an **impact**. And we can do it.

We can take Ukraine as an example, where our team is working side by side with the government and president or projects where we work with major alternative fuel producers in Europe or our new location, Uzbekistan,

where we are starting to build a local e-health system or example of our people from Estonia and Ukraine who together with external partners founded NGO United Delivery Mission and have already sent more than 230 cars to Ukraine. The Collaboratory enabled us to do all this—something good, meaningful, and impactful. Finally, while mission, ambition, and impact are crucial, they are not enough without **trust** among colleagues. Trust is the bedrock of the Collaboratory. It's about believing in each other's abilities and feeling safe to make mistakes, knowing that we learn from them and improve. This is the way to create a bigger impact.

**The Collaboratory gives us directions.  
Civitta wouldn't be where it is without it.  
The Collaboratory is the reason for our success.**

**Ander Ojandu**  
Co-founder of Civitta, Head of People and Partner Development



# Rebranding and the new Civitta

We are thrilled to announce (we use those words often, but this time we mean it) our recent rebranding initiative, marking a significant milestone in the company's evolution. Following the consolidation with our esteemed sisters Mediapark and Singleton, Civitta has emerged with renewed strength and a shared vision.

Central to this transformative journey is the introduction of "The Collaboratory" - a paradigm breaker - nemesis of the usual, new way of operations to all of us.

Audrius Feigelovičius  
Group Account Director

## What lies at the heart of the new Civitta Brand?

### / We are approachable

To us, it means being more than a profit-driven company. We love projects with deeper meaning to us and our clients. We are complex problem solvers who simply cannot sit in one place when an interesting challenge presents itself.

### / We are curious

Curious, searching, seeking, thinking. Passionate to explore and chart the uncharted. Excited to discover - unexplored areas are exactly where our new horizon is set.

### / Civitta Zest

When we say Zest, we mean taking initiative. We mean moving, advancing, standing on our tiptoes, looking further, reaching farther. Roll up your sleeves, reach with both hands. Go Zest!

## Key highlights for the new Civitta

### / Unified Brand Identity

With the rebranding, Civitta, Mediapark, Singleton and more now operate as one entity under the unified Civitta brand, which has undergone some serious change too. Both in clothing, and in tone of voice.

### / Innovative Operational Model

The introduction of The Collaboratory is still somewhat experimental, truly befitting the laboratory part of the word. But once the dust has settled, we are sure we will emerge with an approach emphasizing collaboration and agility to drive results towards more impact.

### / Client-Centric Focus

Civitta remains dedicated to prioritizing client success, and the Collaboratory empowers us to forge deeper partnerships, co-design solutions, and unlock new avenues for growth and innovation.

### / Enhanced Capabilities

The merger with Digital business expanded Civitta's expertise across digital domains and in general served as a refresher to what Civitta is and will be.

### / Global Reach

With a strengthened presence across multiple markets and industries, Civitta is well-positioned to be a much-needed strategic partner to organizations worldwide. As Civitta embarks on this new chapter, we remain committed to some simple, yet important things: transparency, integrity, inclusivity and a bit of kindness. And business, we are definitely committed to business.

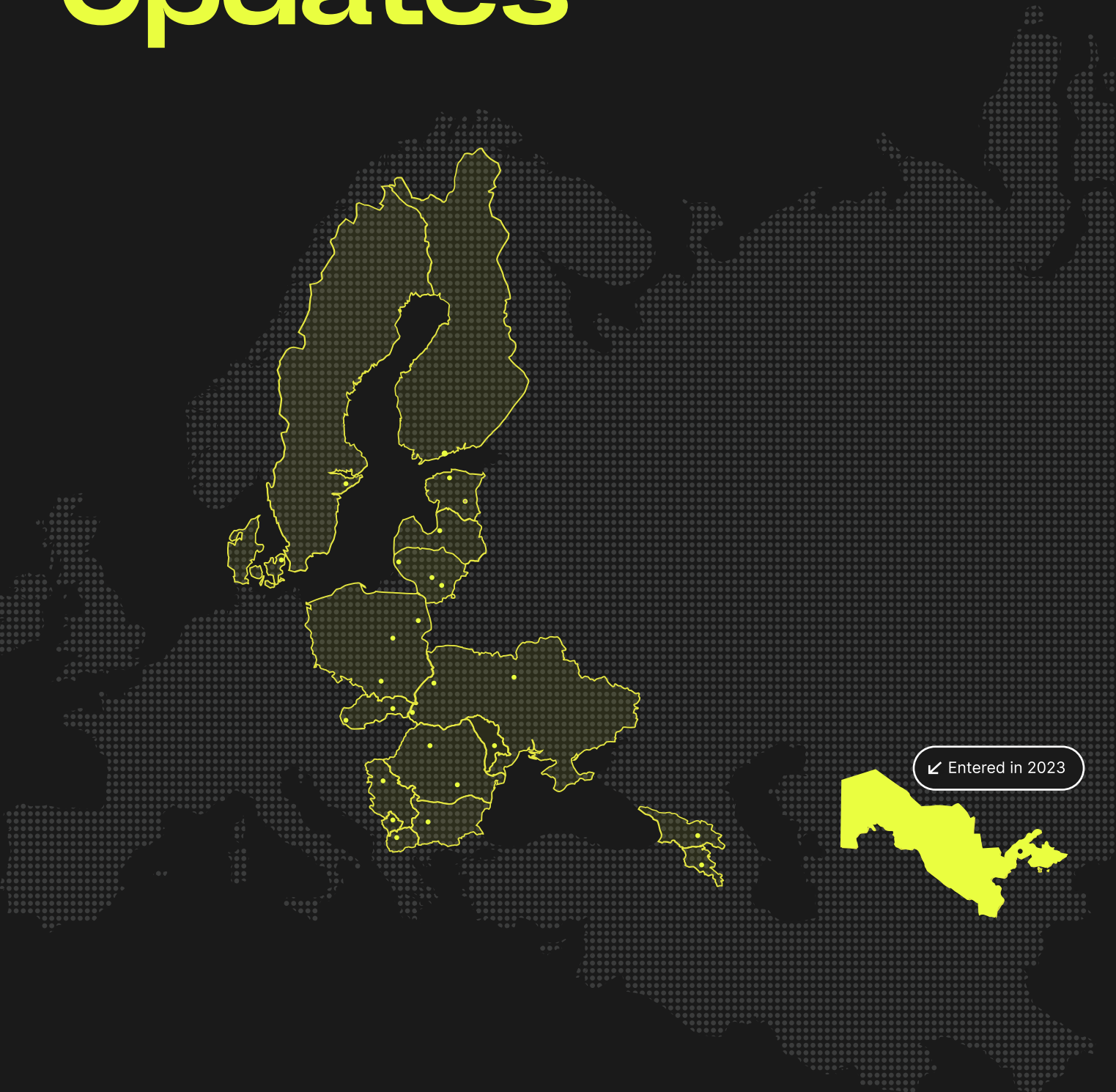
### / Contributors

No great changes happen without an amazing team behind the scenes. Special thanks to significant contributors to the rebranding: Veeli Oeselg, Berta Timinskaitė, Povilas Redko, Audrius Feigelovičius, Getter Pärle, and many more.



Countries and offices

# Company Updates



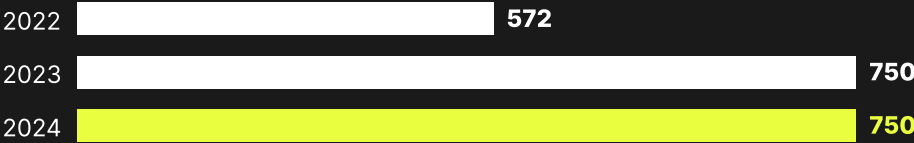
/ New countries and offices

New office opened in  
Tashkent, Uzbekistan

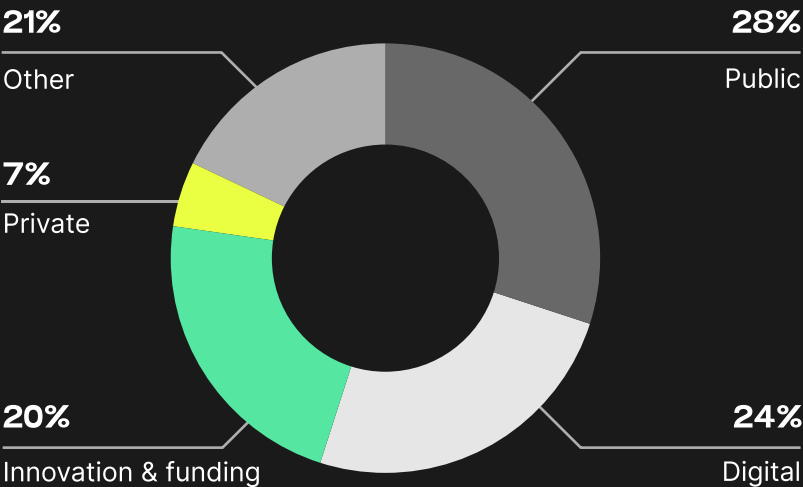
/ Total turnover



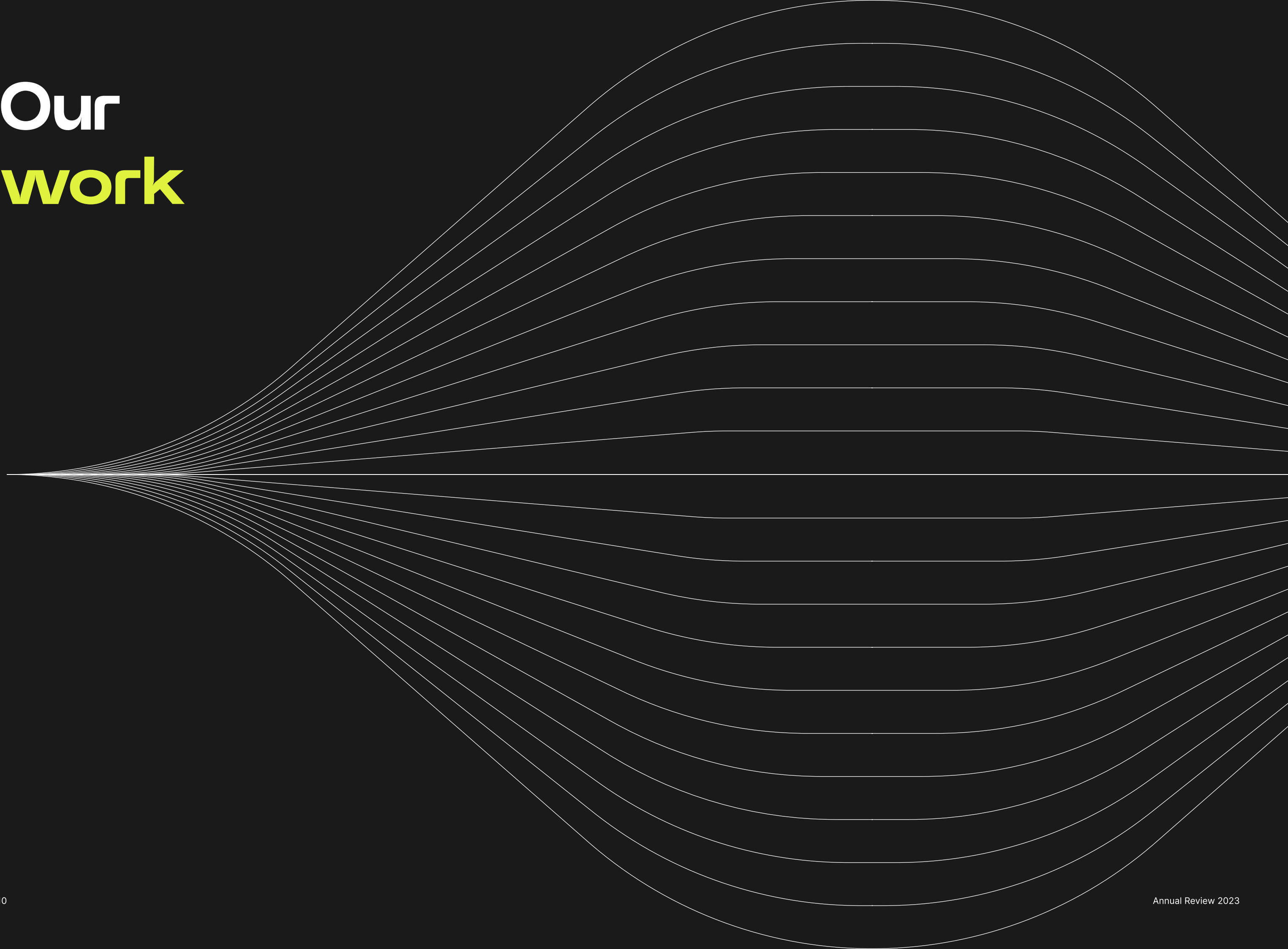
/ Employees



/ Employees divided by stream



# Our work





civitta

Private

# How Civitta Reinvented Employer Brand Research

Having the right talent onboard is a critical strategic asset for any company's reputation, business performance, and growth. Realising this, many companies started investing in employer brand research to understand their standing in the job market, identify areas for improvement, and strategise ways to become an employer of choice.

However, traditional employer brand surveys often fail to provide a clear picture due to inherent limitations. They typically rely on generic audience analysis rather than targeted, albeit more costly, groups of respondents.

The pre-selected competitor lists do not always accurately reflect the real options considered by talent, and the attributes assessed might not match what employees truly value. Additionally, some question formats can even lead to biased data rather than provide genuine insights.

To make high-quality research more accessible, we rolled up our sleeves and developed the Employer Brand Study.

## The essence of the project

### Real-deal respondents, not the general crowd.

With both research and marketing knowledge at our disposal, we were able to apply an active respondent sourcing strategy, collecting insights from actual specialists working in business, product management, data, IT, marketing, customer service, and other relevant fields.

### Attributes that matter and advanced analytics.

The factors measured in the study were selected after a thorough analysis of previous studies and discussions with potential clients and HR specialists. This is not a survey to find out what is important to employees—much has already been said about this. Instead, we've pinpointed key factors for employer evaluation and crafted a methodology that measures their precise impact on an employer's attractiveness.

### Wide context for accurate situation assessment.

Anyone might be the biggest fish if measured in an aquarium. The same applies to Employer brand research—it's all about perspective. And this is the biggest study of its kind. It's big enough to identify real competitors and leaders. It's big enough to provide our clients with accurate measures.

## Results

Celebrating a year since its launch, the Employer Brand Study has been making waves through client meetings, publications, expert interviews, and conferences in Lithuania. We're thrilled to have gained trust and compliments from our first clients, such as Vinted, Swedbank, Ignitis, Telia, Wargaming, Girteka, and Omnisend.

As the project grows, we're excited to announce our upcoming expansion into Latvia and Estonia. We are proud to share that SEB Bank has joined our clientele, entrusting us as their primary employer brand insights provider across the Baltic states. Oh, and a cherry on top. To keep things simple, we've crafted a single employer attraction index. Well, to index who is the real talent magnet and who is not.

Public

# Piloting the Megacommunity Approach

Ukrainian SMEs in the agricultural sector have low competitiveness due to the absence or low level of cooperation between entities to solve common problems in small or medium-sized communities in the target regions of Ukraine. USAID AGRO aims to accelerate the economic development of rural Ukrainian communities through a better-governed agricultural sector.

The project aims to foster collaboration among local communities by piloting the megacommunities approach. This initiative, designed to build strong ties between regional stakeholders, will select and implement cooperation projects in several pilot territories. These projects, in turn, will pave the way for local economic development in rural communities across Ukraine.

## The essence of the project

The Megacommunity Approach, a truly unique tool for local development in Ukraine, stands as a testament to our project's innovative nature. It represents an advanced joint economic and business development method tailored for communities and companies operating in specific subsectors or value chains. This concept, a fusion of inter-municipal cooperation and collaborative business alliances, is poised to enhance economic opportunities for all parties involved, including the stakeholders.

In the post-war context, working together to recover and develop effectively is crucial. This is why we're piloting the Megacommunities approach. By understanding the methodology, algorithms, and potential issues, we can scale best practices and improve local economic recovery and development through effective collaboration.

## Services provided:

- / Conducting open calls and carefully selecting communities by analysing applications, conducting interviews, and visiting fields.
- / Performing a detailed analysis of value chains in communities, mapping out stakeholders, and identifying key bottlenecks that need to be solved in the sector.
- / Creating a roadmap for the development of selected sectors in megacommunities.
- / Conducting online and offline training sessions and study tours focused on local economic development tools for local authority representatives.
- / Providing consultations for local businesses.

## Results

The consortium, which consisted of Civitta, EasyBusiness, and Berman Group, conducted a thorough analysis and testing of the project. They verified that the megacommunities concept works in Ukraine. This was achieved by creating three potential megacommunities and supporting them in developing collaborative, local economic development programs consisting of multiple projects that extend beyond the core municipal territory. Additionally, they started a collaborative network covering two larger municipalities with common interests in sheep breeding and initiated public-private collaboration in successful municipalities at different maturity levels.

The team also verified and updated the process, criteria, and preliminary requirements for identifying potential megacommunities. They highlighted the most critical issues that need to be addressed when supporting and facilitating the development of megacommunities. Furthermore, they spread the concept and its advantages to a vast audience in Ukraine.

The project team also conducted several educational events for community representatives, including online training on field research that 35 people participated in. After the training session, they obtained skills in conducting surveys in communities. Additionally, 98 people participated in at least three out of four training sessions on the online course "Resources for Local Economic Development: EU Integration, cooperation, investments" and received certificates.

Participants rated the course an average of 4.78/5. Furthermore, 12 people passed an offline training session in Ivano-Frankivsk. The offline training on project development aimed to develop and improve the project ideas of community representatives.

The project's most significant achievement was developing a roadmap for sheep breeding in the Carpathian region. This document comprehensively describes the current state of the sheep breeding ecosystem in the area and provides specific recommendations for projects that should be implemented to develop the industry.



# How we created Corridors between CEE

## digital innovation hubs during the BOWI project

Today, digitalisation is a crucial aspect of a business. However, many companies and organisations are lagging behind, particularly in Central Eastern Europe (CEE). The European Commission (EC) identified this problem and initiated a mission to reduce the gap in digital transformation between all European countries. This goal resonated with us at Civitta, and we decided to join this journey.

### The essence of the project

We have offices in 21 countries across CEE and the Nordics, which allows us to gain a broader perspective of Europe and better understand each market's needs and challenges. Thanks to this ability, we secured nearly €8 million in funding from the EC and started the BOWI project.

We aimed to develop a widening network of digital innovation hubs of different levels and support their cooperation. Since our idea was completely new, we treated it as an experiment and tried different models to see what would work best.

The project took place from January 2020 to October 2023. During this time, the COVID-19 pandemic hit the world, forcing us to limit our communication to online channels only. The biggest challenge we faced was the cultural differences between countries and the ability to meet only online. It led to a prolonged process of building trust and mutual understanding, which changed only after lifting COVID restrictions when we could physically visit each country.

At first, we developed tools for effective collaboration between digital innovation hubs from different European regions. We called these networks Corridors - as they should function as a corridor between regions that facilitate more collaboration for other stakeholders. We gave digital innovation hubs the opportunity to learn from each other and developed a clear step-by-step methodology to do so. This structural approach helped the collaborations continue even after the initial projects were over, which is a significant achievement.

The BOWI project was successful because it created and tested new tools for building structural, long-term collaboration between different regions. While policymakers discussed the challenges of organising such collaboration, BOWI developed and tested tools that regional policymakers, clusters, digital innovation hubs, and other stakeholders can use. We developed these tools using a pedagogical approach to learning, which consists of a holistic approach that includes training, templates, coaching, and peer learning.

### Services provided:

- / Strengthening widening-hubs through practical experiments and fostering collaboration between proto-hubs and mature hubs.
- / Ensuring the sustainability of the BOWI network by developing a blended financing accelerator and membership model.
- / Establishing the BOWI community, engaging widening-hubs, hubs from non-widening Europe, regional stakeholders, and investors.
- / Coordinating the entire project and managing its communication efforts.
- / Writing the project application to secure funding from the European Commission.
- / Leading a consortium of experienced partners (Civitta, FBA, VTT, and RWTH).
- / Managing technical reporting and overseeing quality control.
- / Organising online and physical events to raise awareness among various target audiences, including policymakers, the IT industry, and digital innovation hubs.
- / Developing the project website.

### Results

During the BOWI project, we used our knowledge and expertise to support 60 companies. We trained 15 digital innovation hubs to collaborate efficiently and effectively using our methodology. Now, we are developing business plans to establish new Corridors.

Only a few projects that receive grants from the EC continue to explore the outcomes after the purchases have been completed. However, our methodology has been a great success story, and we are optimistic about the prospects of scaling up the lessons learned from the project.

A small group of four organisations is committed to further developing and utilising the lessons learned by establishing the DIHNET Academy.

The DIHNET Academy aims to assist all European regions in fostering collaboration. The academy will provide theoretical frameworks, tools, coaching, and network support to enable the replication of our success. We have already raised awareness, made commercial offers, and acquired our first paying clients.



Digital

# Enliven makes digital sports coaching a reality

Our client is a successful entrepreneur. Having been a professional ice hockey player in the past, he has always been passionate about helping kids improve their game. He approached us with the idea of using smartphones to achieve this goal, and we were more than happy to join his mission.

### The essence of the project

Our client chose to work with us due to our experience in app development and the approach to the process. Our first focus was to ensure that our proof of concept worked, so we developed a few small demo parts of the app. We chose concepts that had never been done before, including one where the app had to recognise a hockey puck and determine if it was moving correctly. Once we achieved this quickly and successfully within a reasonable budget, we could start working on the whole app, which was named Enliven.

The app was initially designed to improve ice hockey skills for children and teenagers. However, as our client's ambitions grew, we expanded the program's capabilities to a broader audience and included more sports.

Enliven allows the user to select a sport and specify points of interest. The app then generates a personalised training plan based on the user's skill level and available equipment. With the help of professional video tutorials, Enliven guides the user through the training plan. The app uses motion detection through the phone's camera to track the user's movements and provide real-time feedback.

The app is designed to work on Apple iOS, allowing users to utilise their Apple Watch to track important metrics such as their pulse and heartbeat during training. After each training session, the app adjusts the difficulty level for the next one based on user feedback and performance data.

One of the most exciting aspects of our project has been creating and implementing AI technology to recognise the user's movements. Our goal was to enhance our app's capabilities beyond what is currently available on the market, and AI played a crucial role in achieving that. We trained Enliven to accurately monitor users' movements and angles between limbs to become the most effective artificial coach possible.

### Services provided:

- / Wireframe design.
- / UX and UI development for the app.
- / iOS app development.
- / Developing user's training plan algorithm.
- / Coding and training AI.
- / Developing the admin panel backend.
- / Enliven branding.
- / Ongoing post-launch support, implementation of new features and improvements to the present day.

### Results

Our client has brought his vision to reality. Together, we created the Enliven app, which enables individuals of all ages to learn and excel in sports. We are closing in on the finish line of beta testing the app in North America and are gearing up for a global launch in the near future. And we are thrilled with the positive reception from our users and the client.

We envision a promising future for Enliven and plan to expand its capabilities by adding more sports, such as basketball and soccer, and further enhancing the AI.



# Helping **Omniva** comply with corporate sustainability reporting directive

Omniva is a global logistics and postal company originating from Estonia that offers post office and parcel delivery services. They were mandated by the Estonian government to operate in a sustainable manner. However, as they lacked the necessary expertise to handle this task internally, they approached us for assistance in achieving readiness for complying with the corporate sustainability reporting directive (CSRD) and identifying ways to link sustainability with business opportunities.

**The essence of the project**

We began our collaboration with Omniva in early 2023 by conducting a rapid organisational carbon footprint assessment. After examining two years of the company's activity, we provided recommendations on potential CO2 emission reductions. In 2024, we updated our analyses and further expanded on our initial structure.

Omniva initially developed its sustainability strategy in-house and sought our expertise to review and enhance it. After our thorough review, we not only provided feedback but also created a detailed implementation plan. This plan, which became an integral part of Omniva's sustainability strategy, led to significant changes in their operations.

Our next task was to support the development of a Code of Conduct document for Omniva and their suppliers, outlining the principles they follow on ESG topics.

We also conducted a double-materiality assessment with stakeholder engagement. We reviewed all potential environmental, social, and governance impact areas to determine which ones have a material impact on Omniva's business and its stakeholders. Followed by workshops with the organisation's management, we concluded on the material impact areas Omniva needs to consider for its CSRD reporting.

After the double-materiality assessment, we mapped all the information points they needed to disclose. We helped them prepare the structure so that they could collect the data and report on their own in the future. To make it easier for them, we developed online questionnaires to distribute among their stakeholders to collect data. This way, they could carry out and replicate this engagement with stakeholders on their own in the future.

Our current assignment is the EU Taxonomy assessment. We're building this analysis as a toolkit for them to replicate this process themselves in the coming years without consultants' involvement.

**Services provided:**

- / Organisational carbon footprint assessment.
- / ESG strategy consulting.
- / Double-materiality assessment with stakeholder engagement.
- / Supporting the development of a Code of Conduct.
- / EU Taxonomy assessment.

**Results**

The project is ongoing, but the client has already seen positive results. We have significantly improved the company's governance and continue to support them in integrating sustainability into their daily operations and business strategy.

Thanks to our efforts, Omniva is achieving readiness to fulfil its disclosure obligations for CSRD.

Talent as a Service

# Recruiting the right talent for the European Medicines Agency

The European Medicines Agency (EMA), a decentralised EU agency based in Amsterdam, is on a mission to protect and promote public and animal health by evaluating and supervising medicine for human and veterinary use. As a large EU institution, they have a constant need for temporary staff to support the implementation of major projects or during peak work periods. They usually need to find employees quickly, so they chose us to help them ensure their operations continue smoothly.

## The essence of the project

Our partnership with EMA began in January 2023 and is still active. We have been tasked with recruiting and hiring employees for various support functions, including administrative personnel, management, and IT. While we have yet to have the opportunity to visit EMA or the Netherlands in person, we have effectively conducted remote recruitment for them, showcasing our ability to adapt and succeed in an online environment.

Once EMA sends us a request to fill a particular position, we commit to finding at least three suitable candidates within five days. This may seem like a tight deadline, but we have overcome this challenge every time. We start with a quick call with the hiring manager responsible for the final selection of candidates to better understand who they are looking for.

After the interview, we create a detailed job description and post it on LinkedIn or start headhunting there. Then, we begin the interview and preselection process of the candidates. Typically, we receive around 50-100 applications per position. We ensure our final candidates are qualified, highly motivated, and genuinely interested in working at EMA. Finally, the client interviews the proposed candidates and selects the right person. Then, our local partner in the Netherlands handles all the practicalities related to the employment procedures.

We ensure a successful recruitment process by leveraging our strong talent pool in the region and proactively reaching out to suitable candidates. Our commitment extends beyond the hiring process, as we provide valuable feedback to all unselected finalists. Our proactive approach has resulted in successful hires by EMA on multiple occasions, highlighting the effectiveness of our engagement strategy.

## Services provided:

- / Facilitating discussions with the EMA's hiring manager regarding the job position.
- / Creating job profiles.
- / Proactively recruiting from our talent pool and LinkedIn.
- / Advertising open job positions.
- / Presenting EMA with a shortlist of candidates.
- / Providing ongoing support to employees to ensure their daily needs are met, and any problems are resolved promptly.

## Results

Over the past year, we have filled 19 unique positions for the EMA, and 10 contracts have been extended. This demonstrates that our temporary staff have been excellent at their jobs and gives us and the client confidence in our recruitment process. We have received positive feedback from the client regarding our recruitment process. They particularly appreciated our efforts to gather information about the positions directly from the hiring managers. Our collaboration with the EMA is ongoing, and we take pride in the fact that we have successfully fulfilled all of their recruitment requests. We are delighted to share that all our candidates have remained in their positions without termination or voluntary departure.

Furthermore, our employees have expressed high levels of satisfaction and motivation in their work at EMA, which has contributed to a positive and productive partnership.

“Cooperation with Civitta has been an utmost smooth experience, starting from the easy application process on their intuitive website to receiving ongoing support as an EMA (EU agency) employee. I immediately experienced that I had fallen into the good hands of talent managers who would take the best care of me and match my qualifications with the future employer's needs. The continuous communication was always prompt and precise, with a special moment being a heartfelt phone call delivering the news of my successful placement at the EU agency, clearly showcasing Civitta's commitment to a personal touch.”

**Mantas Blinstrubas**



Collaboratory

# E-construction platform is a solution to higher productivity in the construction industry

The Estonian Ministry of Economic Affairs and Communications saw a massive problem in the country's construction sector. The outdated work processes, weak collaboration among stakeholders at different stages of the building life cycle, poor information exchange, and the low level or absence of digital solutions kept the industry far from efficiency and productivity.

The Ministry's goal was to increase the productivity of the Estonian construction sector by at least threefold and reach the EU average level by 2030. This is a long journey with many destinations, and we were invited to navigate it with the help of digital solutions.

## The essence of the project

At the heart of our mission lies a commitment to bring a new digitalisation era in the public and private sectors. Our journey began in 2018 with a vision for the E-construction platform, which continues to redefine the landscape of industry innovation today.

So, what is the E-construction platform? It is a modern digital solution that amplifies and enables the development of several important areas, from the planning stage to building maintenance. Its main goal is to allow Estonia to quickly initiate processes that would elevate the sector's functioning and the quality of the living environment.

Our strategy is simple: we bridge the worlds of public and private services, making digitalisation not just an option but a compelling necessity.

## Services provided:

- / Research and study on the digitisation of the construction sector and the 3D visualisation component of the digital twin of the Estonian built environment.
- / Analysis of data and services on the e-construction platform.
- / Background document for developing the vision of the E-construction platform.
- / Strategy document "Long-term view of construction in 2035."
- / Prototype of the Digital twin.
- / Business analysis.
- / Digital and civil engineering.
- / Construction sector digitalization analysis.

The E-construction platform fosters a seamless connection between the two sectors, promoting a more efficient and cost-effective way of doing business. Our approach is a well-orchestrated symphony that began with extensive research, meticulous planning and prototyping.

The key to our success was people. We've brought together consulting, research, analysis, construction, planning, service design, and strategy experts, complemented by the specialised skills of business analysis, digital engineering, and civil engineering. External insights from the digital engineering and construction industry further enriched this powerhouse of knowledge. Having these diverse competencies in-house lets us focus on the ultimate goal: elevating Estonian construction sector productivity to at least the EU average.

## Results

Our contributions have led to the development of Estonia's E-construction platform and the country's digital twin, which visualises all publicly accessible information related to the built environment. These achievements have become the cornerstone for the emergence of innovative services within this digital ecosystem.

As of 2023/24, our work is far from complete. We continue to gather data, assess digitalisation progress in the sector, and chart the course for the future.

# Digital

### Digital transformation

Digital strategy and roadmap, system specification design, implementation oversight

### Digital marketing

Social media management, ad-buying, advertising campaigns, SEO, PPC management

### Custom development

.NET, Node.js, Symfony, Laravel, Java, ReactJS, TypeScript, GraphQL, team on demand

### Product design

User research, interactive clickable wireframes, user interface design, animations

### Web development

Online campaigns, WordPress landing pages, websites, promotional games

### E-commerce

PrestaShop, WooCommerce, Shopify, custom e-Shop, integrations

### Design & creative

Web design, branding, copywriting, content marketing, print design, 3D design, illustrations

### Mobile apps

Native iOS and Android development, cross-platform React Native development

# Advisory

### Strategy & growth

Strategic planning, commercial excellence, international growth, M&A support, transformation

### Innovation

Ecosystem development, business growth & acceleration programs, open Innovation programs

### Cities & infrastructure development

Urban & territorial development, sustainable development, transport & infrastructure development, energy sector services

### Funding

Call mapping, proposal writing, coordination, reporting, training

### Public policy

Policy research, monitoring, evaluation & impact assessment

### Research

Market and brand analysis, consumer insights, organisational studies, sociological research

### Economic development

Public governance, private sector & SME development, feasibility studies & analytical support

# More services

### Sustainability

Quantifying impact, ESG analytics, sustainability strategy setting, reporting & compliance

### Collaboratory

### Talent as a Service

Talent recruitment, employee support, project management, contract management

### Challenger Accelerator

Entrepreneurship & incubation, acceleration, open innovation





# Inside **Civitta:** Behind the scenes

## Eglė **Saulytė**

Partner, Lithuania  
Digital



### **What's the funniest or most memorable moment you've experienced while working here?**

One of the most memorable moments in my career occurred during a Hackathon event in 2019. As a mid-level Product Manager, I found myself facing a crisis when our team announced, just hours before our presentation, that our product was incomplete and they were quitting. It felt like the world was crumbling around me. However, amidst the chaos, my colleague Martynas Sidabras stood by my side, offering steady support. His presence and trust became my anchor that day, empowering me to face the challenge and deliver a presentation no matter what. This experience taught me the invaluable lesson that in times of self-doubt, true allies reveal themselves, and together, we can overcome even the most daunting obstacles.

### **Share a moment when you felt like our company truly stood out from the crowd.**

Every day is the day. It's not about one singular moment for me, but the perpetual energy and connection that define us. We stand out amidst the crowd as a harbor where individuals don't just pursue careers; they discover lifelong friendships and kindred spirits. From our wide range of clients to the varied skill sets and backgrounds of our team members, every interaction is an opportunity for growth, collaboration, and life-changing moments. Remember, it is all in your hands how you perceive day-to-day chances.





# Emanuel Skog

Project Manager, Sweden  
Private



# Tatiana Petříkovič

Senior Consultant, Slovakia  
Innovation



## **If you could trade jobs with anyone in the company for a day, who would it be and why?**

I would like to trade jobs with Veeli since it would be exciting to gain a more profound and comprehensive understanding of how she plans to spearhead Civitta's continued growth trajectory as Head of Growth. I envisage her job would entail striking a fine balancing act, taking into account the divergent Streams' growth objectives pertaining to sub-service business lines they would like to develop, coupled with which geographies they want to target as part of their growth aims, whilst constantly keeping the overarching company growth plan in mind.

## **What's the weirdest or most unexpected thing you've learned since working here?**

I would highlight that Civitta is running an ad-hoc "ambulance support service" kudos to our Group Head of Admin, Ignas; this service can come in handy when one decides to sprain one's foot during the Offsite Olympics and needs a hospital visit. This show of flexible ad-hoc support and willingness to assist a fellow Civittian in need underscores our solid collective spirit.

## **If our company were a superhero, who would it be and why?**

If Civitta was a superhero, it would probably be Wonder Woman. I like Wonder Woman for her strength, intelligence, and leadership qualities. She embodies empowerment, determination, and a strong commitment to justice—all characteristics that align with Civitta's approach to business consulting. Much like Wonder Woman's skills in navigating challenging circumstances with wisdom and resilience, Civitta demonstrates a similar ethos in assisting clients to tackle obstacles and achieve success through innovative solutions.

## **Describe a time when you felt like our company embodied innovation in action.**

I recall one LIFE project, where we aimed to enhance the project proposal by integrating community aspects and fostering local community development. As part of this effort, we sought to involve and support local actors from marginalized communities who might be impacted by the project's implementation, offering them job opportunities within the project. Despite initial hurdles, like not having direct contact with these marginalized groups, we collaborated with our project partner to connect with local social workers and successfully integrated these innovative community-focused elements into the proposal.





# Saidkamolkhon Burkhanov

Associate Partner, Uzbekistan

Public



## What's the most unique aspect of our company's approach to solving problems?

The most unique aspect of our company's approach to problem-solving is our relentless focus on innovation and creativity. We embrace unconventional thinking and are not afraid to challenge the status quo. By meticulously analyzing each client's situation, we draw on our vast expertise and cross-country experience to craft solutions that are not only tailored to address immediate issues but also designed to be forward-thinking and transformative, aiming to create long-term impact and sustainable change.

## What's one thing about our company that you wish more people knew?

One aspect of our company that I wish more people knew about is our unwavering commitment to our people. We view our employees as our most valuable asset and make significant investments in their professional and personal development. Whether through mentorship programs, continuous training, or fostering a supportive work environment, we prioritize the growth and well-being of our team members, recognizing their instrumental role in our success.











**Question**  
**the answer**

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