



# CERTIFICATE

This is awarded to

**Irfan Nurhidayat, MS**

*in appreciation for the dedication and commitment shown in the  
**Researcher Focus Group on Leadership Development, Skills and Opportunities***

05 March 2022

A handwritten signature in blue ink, appearing to read "Svetlana Dimitrova".

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Svetlana Dimitrova

Sofia University "St. Kliment Ohridski". Task 2.2 Partner  
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