

# Dr. Milos Kankaras

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Google Scholar (h-index 19): [scholar.google.com/citations?user=318dv6MAAAAJ](https://scholar.google.com/citations?user=318dv6MAAAAJ) | ResearchGate: [researchgate.net/profile/Milos\\_Kankaras2](https://researchgate.net/profile/Milos_Kankaras2)

## Professional Summary

Senior social policy and educational assessment expert with over 18 years of experience designing, implementing and evaluating large-scale education, skills and child-development programmes for the OECD, UNESCO, CEDEFOP, EUROFOUND and EU institutions. Author of flagship publications on early learning, social and emotional skills, adult skills, and cross-cultural measurement equivalence. Demonstrated capability in programme design, intersectoral policy coordination, workforce planning, monitoring and evaluation frameworks, and stakeholder engagement at ministerial level. EU citizen (Netherlands) and Serbian national; resident in Podgorica, Montenegro, with active working relationships across the country's health, education and social protection ecosystem through AdriaMont Consulting DOO, the Center for Psychology, and the AdriaMont Institute.

## Key Strengths

- Co-architect of the OECD Study on Social and Emotional Skills across ten education systems and 250,000+ participants, including the assessment framework, conceptual framework and triangulation methodology.
- Author or co-author of nine OECD Education Working Papers, including flagship contributions on early learning, early childhood education and care, the assessment of social and emotional skills, and teacher effectiveness.
- Director and Researcher of the Evaluation Research Framework at UNESCO MGIEP (P-4), covering indicator design, mixed-methods evaluation and intersectoral monitoring of education and health programmes.
- Co-founder of AdriaMont Consulting DOO in Podgorica (with Ana Kankaras) and Founder and Director of its subsidiary brands: the Center for Psychology (operational psychometric and child-assessment practice with normed instruments) and the AdriaMont Institute - the digital education division of AdriaMont Consulting (expert-led courses, seminars, and learning materials for adult professionals).
- Active engagement with Montenegrin line ministries (Education, Health, Social Welfare), local government, and the EU and UN delegations in Podgorica.
- EU citizen (Netherlands) and Serbian national; native speaker of Montenegrin / Serbian / Croatian / Bosnian; English C2; French and Dutch B1.

## Professional Experience

### **Consultant - UNESCO, remote** *(Nov 2025 - Present)*

- Policy advisory and evaluation work for UNESCO programmes in education, skills assessment and social and emotional learning.

### **Co-owner and Senior Consultant - AdriaMont Consulting DOO, Podgorica, Montenegro** *(May 2023 - Present)*

- Lead IO-facing consulting practice covering psychometric design, large-scale assessment, intersectoral policy analysis, and programme evaluation.
- Designed and delivered needs assessments, programme evaluations and capability statements for clients in Montenegro and internationally.
- Active stakeholder engagement with Montenegrin line ministries, local government, and the EU and UN delegations in Podgorica.

### **Research Officer (P-4) - UNESCO MGIEP, New Delhi, India** *(Jan - Oct 2024)*

- Led the development of the institute's Evaluation Research Framework, including indicator design, mixed-methods evaluation approaches, and intersectoral monitoring across education and health programmes.
- Researched social and emotional learning and its links to resilience in disadvantaged youth, producing policy briefs for ministries and UN partners.

**Consultant - Minderoo Foundation, Perth, Australia (remote)** *(Jul 2021 - Feb 2024)*

- Authored four global landscaping reports on gender equality, intimate partner violence, and child- and family-focused social impact strategies.
- Advised on programme design and impact-evaluation strategy for early childhood and family interventions.

**Expert (AD-5) - CEDEFOP, Thessaloniki, Greece** *(Oct 2020 - Nov 2021)*

- Managed analysis of the European Company Survey workplace-learning module; published Cedefop Working Paper No. 7 on the determinants and consequences of workplace learning across the EU.

**Policy Analyst / Project Manager - OECD, Paris, France** *(Jun 2015 - Jan 2020)*

- Co-led the design and implementation of the OECD Study on Social and Emotional Skills (SSES) across ten education systems and 250,000+ participants.
- Authored or co-authored nine OECD Education Working Papers, including flagship contributions on early learning (No. 186), early childhood education and care and PISA outcomes (No. 214), the SSES assessment framework (No. 207), the SSES conceptual framework (No. 173), personality and non-cognitive skills assessment (No. 157), and the Teaching for the Future TALIS report.
- Provided cross-cultural measurement-equivalence support to PISA and PIAAC, including model design and differential-item-functioning analysis.

**Research Officer (Statistics) - Eurofound, Dublin, Ireland** *(Mar 2014 - Feb 2015)*

- Led the analytical work on the 3rd European Company Survey (ECS); lead author of the Overview Report Workplace Practices: Patterns, Performance and Well-being.

**Researcher and Lecturer - Tilburg University, Netherlands** *(Dec 2006 - Feb 2014)*

- PhD research on measurement equivalence in cross-cultural survey research; published in JCCP, Sociological Methods and Research, Methodology, and Routledge.
- Taught research methods, social policy, and cross-cultural research methodology to graduate students.

## Education

- PhD in Social Sciences - Tilburg University, Netherlands (2006-2010). Dissertation: Essays on Measurement Equivalence in Cross-Cultural Survey Research.
- MA in International Social Policy Analysis (Magna Cum Laude) - KU Leuven, Belgium (2005-2006).
- MSc in Educational Psychology - University of Belgrade, Serbia (2002-2006).
- BSc in Psychology - University of Belgrade, Serbia (1997-2002).

## Selected Publications

- Shuey, E. and Kankaras, M. (2018). The Power and Promise of Early Learning. OECD Education Working Paper No. 186. Paris: OECD Publishing. DOI: 10.1787/f9b2e53f-en
- Balladares, J. and Kankaras, M. (2020). Attendance in Early Childhood Education and Care Programmes and Academic Proficiencies at Age 15. OECD Education Working Paper No. 214. Paris: OECD Publishing. DOI: 10.1787/f16c7ae5-en
- Kankaras, M. and Suarez-Alvarez, J. (2019). Assessment Framework of the Study on Social and Emotional Skills. OECD Education Working Paper No. 207. Paris: OECD Publishing. DOI: 10.1787/5007adef-en

- Chernyshenko, O., Kankaras, M. and Drasgow, F. (2018). Social and Emotional Skills for Student Success and Well-being: Conceptual Framework for the OECD Study on Social and Emotional Skills. OECD Education Working Paper No. 173. Paris: OECD Publishing. DOI: 10.1787/db1d8e59-en
- Kankaras, M. (2017). Personality Matters: Relevance and Assessment of Personality Characteristics. OECD Education Working Paper No. 157. Paris: OECD Publishing. DOI: 10.1787/8a294376-en
- OECD (2018). Teaching for the Future: Effective Classroom Practices to Transform Education. Paris: OECD Publishing. Contributing author.
- Cedefop and Kankaras, M. (2021). Workplace Learning: Determinants and Consequences. Cedefop Working Paper No. 7. Luxembourg: Publications Office of the EU. DOI: 10.2801/111971
- Eurofound (Kankaras, M., van Houten, G. et al.) (2015). 3rd European Company Survey - Overview Report: Workplace Practices, Patterns, Performance and Well-being. Dublin: Eurofound. DOI: 10.2806/85175
- Kankaras, M., Vermunt, J.K. and Moors, G. (2014). Measurement Equivalence of Ordinal Items: A Comparison of Factor Analytic, Item Response Theory, and Latent Class Approaches. Sociological Methods and Research, 40(2). DOI: 10.1177/0049124111405301
- Full publication list (h-index 19) at Google Scholar: [scholar.google.com/citations?user=318dv6MAAAAJ](https://scholar.google.com/citations?user=318dv6MAAAAJ)

## Technical Skills

- Education, skills and social policy analysis; intersectoral coordination across health, education and social protection systems.
- Programme evaluation: theory of change, logical frameworks, quasi-experimental design, mixed-methods impact assessment, monitoring and evaluation framework design.
- Psychometric design and cross-cultural measurement equivalence (MGCFA, MGLCFA, IRT, DIF analysis); item development and scale validation.
- Stakeholder engagement at ministerial level; workforce planning and capacity-development design.
- Software: SPSS, Stata, Mplus, Latent Gold, NVivo, R, Python.

## Nationality, Residency and Languages

- EU citizen (Netherlands) and Serbian national; resident in Podgorica, Montenegro.
- Residency: long-term legal resident of Podgorica, Montenegro (since 2020).
- Languages: Montenegrin / Serbian / Croatian / Bosnian - native; English - C2; French - B1; Dutch - B1.

## Professional Affiliations and Recognition

- Guest Editor, Frontiers in Education - Research Topic on social and emotional learning assessment (2022).
- Reviewer for Journal of Cross-Cultural Psychology, Sociological Methods and Research, Methodology, Frontiers in Psychology.
- Member, European Association for Research on Learning and Instruction (EARLI); International Test Commission (ITC).
- ResearchGate and Academia.edu: ranked in the top 3-4% of cited authors on both platforms.