

# Curriculum Vitae



## Basic information

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## Resumé

*As a capacity builder I have specialized in the facilitation of programme/project development and innovative cross-cultural organisational and HR development processes. I am particularly interested in monitoring and evaluation and enjoy developing creative solutions to problems met during all project cycle phases with clients and partners.*

## Education

1994 B.A. in Middle Eastern Area Studies, University of Odense  
1989 M.Sc. in African Area Studies, University of Copenhagen  
1985 M.A in English Language and Literature, University of Copenhagen

## Experience

2007-  
World Outgames

### Project Coordinator

Facilitation of strategic planning process  
In charge of Volunteer Management training  
Database and website development

2006-2007  
2006-2008  
Danish Red Cross

### Programme Coordinator

Represent DRC in international and stakeholder fora  
Supervise & coordinate all DRC programmes in the Sudan  
Monitor, support and coach international and local staff  
Advise on organisational development and all issues related to project cycle management  
Facilitate processes, e.g. development of pilot projects and programme assessment  
Advise on monitoring and evaluation and appropriate research methodologies  
Troubleshooting regarding baseline studies and outcome assessment  
Identification of lessons learned and best practices  
Responsible for narrative and financial reporting to Danida and the EU

2005-2006  
ICRC

### Integrated Partnership Project Management Advisor

(International Committee of Red Cross Societies)  
Programme management  
HR: recruitment and capacity building, including training in participatory methods  
Development of guidelines and manuals  
Advocacy  
Extensive reporting

2004 -2005  
SLMM

### Ceasefire Monitor/DHOD (Deputy Head of Delegation)

(Sri Lanka Monitoring Mission) seconded by the Danish Ministry of Foreign Affairs  
In charge of complaints and inquiry management (the most important SLMM operational responsibility)  
Facilitation of conflict management practices  
Daily and weekly SitReps and monthly reports to SCOPP

1980 -2002 (closure of centre)  
Danida **Trainer at Danida Training Centre**  
Training of UN and Danida advisers in e.g. organisational development, project management (including LFA – Logical Framework Approach), cross-cultural communication, etc.  
Training of development partners in India and Tanzania (TOT)  
Development of courses for Ministry of Environment staff, private enterprise staff engaged in private sector development projects, and in-service training for Heads of Section in Ministry of Foreign Affairs

1997-2001  
IFRC **Federation Representative/Programme coordinator**  
(International Federation of Red Cross and Red Crescent Societies)  
Head of IFRC office in Maputo  
Sparring partner for Secretary General of Mozambique Red Cross, Branch Directors and international staff  
Support to Mozambique Red Cross Society (on organisational, managerial, HR, and project management and development)  
Planning and budgeting, monitoring, and evaluation  
Supervision of development of workshops on e.g. strategic planning processes (including *inter alia* organisational and stakeholder analyses, change management, project management and coordination)  
Development of first CAS (IFRC Country Assistance Strategy)  
Extensive reporting to IFRC HQ and international donors.

1995-1997  
Danida **Trainer** (cf. above)

1994-1995  
Danida **Training Adviser**  
Head of training department in a Danida decentralisation programme in Region 1, Nicaragua (capacity building & development of quality service provision in 23 municipalities)  
Management and development of the programme's training component  
Recruitment of young academics and TOT (training of trainers)  
TNA (training needs analysis), advice, supervision & reporting  
Development of manuals and guidelines

1984-1994  
Danida **Trainer** (cf. above)

1982-1984  
Leave (Zambia)  
Course in Development Studies

### **Supplementary training**

2007 Coaching in Organisations (1 term), Copenhagen Business School  
2002-03 Course in journalism, Journalisthøjskolen  
1999 Team Management Course, IFRC, Harare  
1998 Advanced Training in Institutional Development, IFRC, Geneva  
1997 HRM (1 term), Association of Danish Academics  
1996 Project Organisation and -Management (1 term), Association of Danish Academics  
1990 Project Evaluation (1 term), University of Copenhagen

**IT** The Office package

**Languages** Bilingual English-Danish (academic level).  
Reading skills (reports etc.) in French, Spanish, Portuguese and German

**Additional information** Member of Kvinfo Mentor Network and Copenhagen Coaches  
In addition to selected LinkedIn networks