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Scanteam

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NATIONALITY : Norwegian

KEY QUALIFICATIONS:

- More than 20 years of experience with development processes in 30 countries in Africa, Asia and Latin America.
- Stakeholder dialogue, Decent work, Labour standards, Occupational Health, Safety and Environment, industrial security, social dialogue, and management - staff relations.
- Gender analysis, gender sensitivity, Women, Peace and Security; Conflict analysis and conflict sensitivity; Peacebuilding, reconciliation, good governance, social inclusion; Humanitarian aid and emergency relief. Community-based disaster preparedness and disaster risk management.
- Sustainability analysis; exit-strategies; anti-corruption analysis; transparency and accountability.
- Participatory methodologies; Outcome mapping, Trend and event-analysis, stakeholder analysis, PRA/PLA, Organizational Capacity Assessment; participatory evaluations.
- Qualitative evaluation methodologies; Structured and semi-structured key person interviews and focus group interviews, observations, theory of change; contribution analysis.
- Quantitative evaluation methodologies; quest-back surveys, household surveys.
- Results-based management systems; performance indicators, monitoring, evaluation and reporting systems (LFA, RBM).
- Organizational reviews/systems reviews/financial reviews.
- Facilitation and moderation of strategic processes, discussions, conferences etc.

LANGUAGE:

Norwegian:	Mother tongue
English:	Fluent
French:	Fluent
Spanish:	Fluent
Portuguese:	Basic

COUNTRY WORK EXPERIENCE:

Africa: Cameroon, Congo, DR Congo, Ethiopia, Ghana, Liberia, Madagascar, Malawi, Mozambique, Rwanda, Senegal, South Africa, Swaziland, Uganda, Zimbabwe, Zambia

Asia: East-Timor, India, Palestine, The Philippines, Sri Lanka, Vietnam

America: Bolivia, Colombia, Cuba, Guatemala, Honduras

Europe: England, France, Kosovo, Norway

EDUCATION:

- 1993 Environment and Development, one semester, University of Oslo
- 1987-1991 Master of Economics, Management and administration, (“siviløkonom”) Norwegian School of Economics
- 1990 Social anthropology, two semesters, University of Bergen
- 1986-1987 "Cambridge proficiency Exam in English", Kingston Adult Education Centre, Surrey, England
- 1985-1986 "Certificat pratique de langue francaise", Université Haute Bretagne, Rennes, France

CONSULTANCIES:**2016**

- Team leader of review of Frame agreement between Digni and three member organizations (Digni)
- Moderator during conference on Decent Work and Responsible Business Conduct (LO-Norway)
- Facilitation of participatory process to design global programme monitoring tools (LO-Norway).
- Team leader for evaluation of FOKUS 1325 Programme “Get the women to the table”, Sri Lanka and Colombia (FOKUS-Norwegian Forum for Women and Development).
- Team leader for final evaluation of Community Integrated Education Programme in Liberia. (Norwegian Mission Alliance).

2015

- Organizational review of Plan Norway and WWF Norway; quantitative and qualitative system´s review (Norad).
- Team leader for organizational review of Norwegian Mission Society with field mission in Cameroon (in French). Organizational capacity assessment, system´s review, financial review (Digni).
- Team leader for programme-evaluation of “Decent work in the petroleum sector” (Oil for development) for LO-Norway (Norwegian Confederation of trade unions), including political economy analysis. Employee-employer relationship; occupational health, safety and environment; industrial security; social dialogue. Country visits to Ghana, Mozambique, Cuba, Bolivia (LO-Norway).
- Facilitator for development of inclusive education programme in Madagascar for the Malagasy Lutheran Church and the Norwegian Mission Society (Digni).
- Team leader of evaluation of the Norwegian Ecumenical Peace Platform. Contribution analysis, organizational capacity assessment. Field work in South Sudan (Christian Council of Norway).
- Team leader Evaluation of “*Projet des droits des femmes au sein de l’église et la société au Congo*” in partnership with The Mission Covenant Church of Norway (DNM). Qualitative evaluation of project on gender based violence in the Republic of Congo (DNM).

2014

- Impact assessment of Ghana Extractive Industries Transparency Initiative. Grievances from communities towards mining companies regarding non-compliance on issues such as pollution of air and water, and physical and livelihood relocation and related compensation schemes. Contribution analysis, theory of change (GIZ/Particip).
- Team leader for review of The Norwegian Pentecostal Church (PYM)´s ”Repatriation of refugees and combatants from DRC to Rwanda” supported by Section for Peace and Reconciliation, Norwegian MFA (Norad).

- Team member Evaluation of financial and technical assistance to national Extractive Industries Transparency Initiatives (World Bank and EITI International Secretariat).
- Team leader for review of PRIO's project "Gender, Conflict and Peacebuilding". Qualitative methodology based on participatory retroactive outcome-mapping of a research project dating from 2006 to 2014, triangulated by key informant- and focus group interviews in addition to two surveys. Establishing lessons learned, best practices and recommendations for the future (Norad).
- Team leader for evaluation of the Atlas Alliance: Organization, Focus, Portfolio and Approach, incl. field visit to Malawi. (Atlas Alliance).
- Team leader for organizational review of LHL International Tuberculosis Foundations (Atlas Alliance).

2013

- Review of "Women, Peace and Security: Norway's Strategic Plan 2011-2013". Forward-looking, lessons-learned and best practices (Norad).
- Team Leader for Participatory Mid-term Evaluation of Community Integrated Education Programme in Liberia. Appreciative inquiry, lessons-learned, mostly qualitative methodology (Norwegian Mission Alliance).
- Team member Evaluation of Norwegian Quota Scheme (scholarship scheme for students from developing countries for higher education in Norway). Qualitative and quantitative methodologies (Norwegian Ministry of Education).

EMPLOYMENT:

- 2013- **Scanteam, Oslo**
Partner and senior consultant (see assignments under consultancies above)
- 2016 **Norwegian Forum for Environment and Development (ForUM), Oslo**
Coordinator for civil society organizations' lobby and advocacy work on international and national regulatory frameworks for responsible business conduct of Norwegian investments abroad.
- 2012-2013 **Norwegian Confederation of Trade Unions (LO-Norway), International Department**
Advisor - Africa
- Decent work; occupational health, safety and environment, industrial security, social dialogue, respect for ILO conventions, worker - management relations.
 - Enhancing labour rights through strengthening of trade unions in Eastern and Southern Africa. Coordinating "Oil for Development"-programmes.
- 2004-2012 **Caritas Norway, Humanitarian Organization of the Catholic Church,**
Advisor
- Coordination and monitoring of long term development programmes within peace and democracy building, natural resource management, and livelihoods in Asia and Latin America.
 - Coordination and monitoring of large relief and rehabilitation programmes, linking them to long-term development (tsunami in India and Sri Lanka, war in Sri Lanka and East Timor, earthquake in India and Pakistan, floods in India, Vietnam and Philippines). Community based disaster preparedness.
- 2003 **NORAD, Section for business development**
Advisor

Business development and job creation, micro-finance, small and medium enterprises.

2002-2003 Sri Lanka Monitoring Mission, Sri Lanka

Seconded by Norwegian Refugee Council to the Norwegian MFA

Finance Manager of Head Quarter; Deputy Head of Office in field office in Vavuniya

Facilitation of dialogue between the two parties at war. Reception of and enquiry into complaints about violations of the cease fire agreement.

2000-2002 Norwegian People's Aid, Rwanda

Financial and Administrative Manager

Strategic planning, human resource management and staff development, financial planning and reporting, logistics, administration and gender equality of the country programme and offices with a total of 60 local employees. Responsibility for institutional development of civil society partner organisations with focus on human rights, conflict sensitivity and reconciliation, HIV sensitivity, gender equality.

1998- 2000 NORCOOP, The Royal Norwegian Society for Development

Project coordinator

Coordination of development projects in partnership with the cooperative movement in Senegal, Palestine, Guatemala. Strengthening of women's opportunities and participation, Peace and Reconciliation, Gender and Development training, microfinance and income generation, institutional development.

1997- 1998 Save the Children Norway, Marketing department, Oslo.

Project manager

Design of marketing, communication and fundraising activities.

1994-1996 Foundation for Alternative Trade, Norway

Import manager / Project Coordinator

RELEVANT COURSES:

- Rigorous Impact evaluation (Howard White, The International Initiative for Impact Evaluation)
- M&E for unstable environments and complex interventions (advanced level) (Channel Research)
- Rights Based Approach (Norwegian Development Network)
- Theories of Change (Norwegian Development Network)
- Indicators and Results Based Management (Norwegian Development Network)
- Social Exclusion (Norwegian Development Network)
- Mainstreaming of Gender in development programmes (Norwegian Development Network)
- Evaluations (Norwegian Development Network)
- Listening Project (Mary Anderson, Collaborative Development Action)
- Reflecting on Peace Practices (Mary Anderson, Collaborative Development Action)
- Do No Harm (Mary Anderson, Collaborative Development Action)
- Conflict Sensitivity (International Alert)
- Peace processes, Peace building and Development (Norwegian Ministry of Foreign Affairs)
- Micro finance (Norwegian Ministry of Foreign Affairs)
- Logical Framework Approach (Norad)
- Environmental assessment (Norad)
- Social Teaching of Catholic Church (Faculty of Theology, University of Oslo)
- Training of trainers in Gender and Development (Forum for Women and Development)