

Curriculum Vitae

NAME:	<u>Dr. Judith Christina Abdel-Massih-Thiemann</u>	
PROFESSION	Freelance consultant for organizational and project development (Assessments, Consultations, Trainings, political education) Cultural Anthropologist - PhD Graduate Pedagogue (Adult/Youth Education) – Diploma (MA equivalent)	
FIELD EXPERIENCE	2004-2019 (Ghana, Sudan, South Sudan, Iraq, Lebanon, Jordan, Occupied Palestinian Territories, Morocco, Nepal, Germany) Election observation (Belarus, Armenia)	
ADDRESS	Im Tal 3 87452 Altusried Germany Tel.: +49 (0)8373 3829355 Mobile: +49 (0)162 3431314 e-mail: jt@thiemannconsulting.de Linkedin: Judith Abdel-Massih-Thiemann http://www.thiemannconsulting.de	
PERSONAL DATA	Date of Birth	30.01.1974
	Place of Birth	East London / South Africa
	Citizenship	German
	Family Status	Married

KEY QUALIFICATION

Planning, Monitoring and Evaluation (PM&E)

Project cycle management (including target group / needs assessments)
Impact and result based monitoring (development of indicators)
Evaluation (OECD/DAC criteria / DeGEval standards)
Proposal writing and reporting
Fundraising, development of donor data sheets, donor communication
Developing of databases and fact sheets

Acquisition and Project Management

Acquisition and management of programmes and projects to promote democracy, support civil society, social accountability, human rights, women and youth empowerment, poverty alleviation integration and rehabilitation of refugees

Acquisition and management of programmes and projects on reproductive health, focusing on youth peer education, HIV/AIDS and female genital mutilation, refugees and integration, sustainable development goals, global learning

Portfolio management

Organizational Development

Organizational capacity development in the non-governmental sector; organizational needs assessment, impact monitoring, evaluation, knowledge management and information sharing, leadership team building, networking and fundraising

Leadership skills

Management of country offices

Leadership of technical working groups and country teams

Supervision, mentoring and coaching (peer learning, GROW, non-violent communication)

Crisis prevention and risk management

Teaching and training skills

Development of training and education modules and manuals

Teaching and training skills on organizational and project development, leadership and management

Teaching and training skills on gender and reproductive health including FGM, GBV and HIV/AIDS

Teaching and training skills on intercultural competence and communication

Teaching and training skills on integration and rehabilitation of refugees

Teaching and training skills on sustainable development, global learning and behavioural change communication

Social skills and competencies

Intercultural and social competent, working in multicultural environments and teams

Very structured and results/impact oriented

Able to work under high stress and time pressure

Able to adapt to environmental changes and changes of living conditions

Motivated, committed as well as creative and flexible

PC knowledge

Good command of Microsoft office tools (Word, Excel and PowerPoint)

Google docs

Social media

Languages

German mother tongue

English fluent

French advanced

Arabic basic

PROFESSIONAL EXPERIENCE

- Since Jan 2014** **Freelance consultant and trainer for organizational and project development**
Altusried, Germany
 Consulting for international development cooperation (especially GIZ, Engagement Global, AGdD, ZIF, OSCE), national and international non-governmental organizations (Misereor, Caritas, Diakonie, Johanniter-Unfall-Hilfe, LAGFA Bayern), consulting companies, municipalities (LRA Oberallgäu and LRA Ostallgäu, LRA Lindau-Bodensee, LRA Aichach-Friedberg, Municipality of Kempten), universities and schools (HS Augsburg, vocational training schools in Kempten and Marktoberdorf, schools in Kempten) and academies (ALP, Georg von Vollmar Academy).
 Consultation, support and training on organizational and project assessments (33) and capacity development (33). Process and concept development for the integration of human resources (6)
 Fundraising strategies, donor communication and proposal writing (9)
 Monitoring and Evaluation (formative and summative) (8)
 Consulting and support on international peace building/keeping activities in the CSO sector (5).
 Project development and management in the field of refugee support and integration, political education and sustainability goals/global learning (5)
 Trainings in the field of sustainable development, global learning, integration of refugees and asylum (40) and development of respective training modules (22)
 Training handbooks and manuals (Leadership in peace missions, Youth Leadership, Integration-box (4))
 Supervision, coaching and support for staff and volunteers working with refugees (35)
 Coordination, presentations and moderation of conferences, podium discussions and fairs (7)
 Short-term election observation (2)
 Regional focus (not exclusive): Europe, Middle East, Africa, Horn of Africa.
- April - Aug 2013** **Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH**
Ramallah, Occupied Palestinian Territories
Process and assessment advisor
 Advice, training and coaching of the GIZ team (12) of different sectors (local government; civil society (women rights); technical and vocational education and training; water and sanitation; civil peace service) in programme planning, (including needs assessments and M&E), organizational assessment and capacity building strategies
 Conduction of 24 organizational appraisals including stakeholder analysis, target group and needs assessment, human resource planning and job announcements
 Networking
- March 2011** **Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH**
- March 2013 **Amman, Jordan**
Portfoliomanager
 Monitoring of the portfolio of the GIZ programmes in Jordan (3 country programmes funded through BMZ (German Federal Ministry of Economic Cooperation and Development), 2 country programmes funded through BMU (Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety) /BGR (Federal Institute for Geosciences and Natural Resources), 4 regional programmes funded through BMZ,

1 regional programme funded through BMZ/EU/UN) and in Iraq (1 country programme funded through BMZ, 1 country programmed funded through the German Foreign Office)
 Quality control of all programmes' proposals, monitoring and evaluation and reports towards ministries, stakeholders and donors
 Coordination of donor mapping activities, databases (UN, EU, AusDFAT, DGIS, DFIS, FATDC, NORAD, SDC, SIDA)
 Development of concept for and assessment of new programme (environmental protection funded through BMZ, 3,2 mio.) including needs assessment, M&E system (OECD/DAC), including 8 organizational assessments
 Managing of working groups M&E, communication and public relation as well as security
 Supervision, coaching and mentoring of staff, development advisors and volunteers (17)
 Contact person (databases) for "Capacity Works" and "Human Capacity Development" (HCD) and "Gender" including update of guidelines and monitoring of respective annual goals
 Prepare, coordinate and moderate GIZ annual events (8 with up to 90 participants each) with regard to strategy development, annual goals, monitoring and new principles and guidelines
 Coordination and moderation of annual team-building events (3 events with around 80 participants each).

**March 2008
 - Dec 2010**

**Deutscher Entwicklungsdienst (DED)
 Khartoum, Sudan**

Sector/Regional Coordinator

Management of the DED office in Khartoum
 Development of country strategy (RBM), fundraising and proposal writing, communication with Headquarters, donors, local and national stakeholders and ministries.
 Planning, coordination, monitoring and evaluation of the sector/strategy "democracy promotion and support to civil society" of DED Sudan, focusing on organizational development, needs assessments, capacity development; civic education; human and women rights; advocacy and networking; fundraising in the non-governmental sector (15 CSOs)
 Management of sector and regional working groups
 Support to CSOs in fundraising and reporting (UNICEF, UNDP, UNFPA, EU, Bread for the World, German Agro Action, German Foreign Office)
 Supervision of the administration
 Supervision, coaching and mentoring of development advisors, staff and volunteers (34)
 Networking with regard to sectoral topics and security (foundations, EU, UN, international organizations, embassies)
 Development and frequent update of guidelines and ensure its implementation
 Institutional quality control and moderation of QaP (EFQM) processes

- March 2005
- March 2008** **Deutscher Entwicklungsdienst (DED)
Khartoum, Sudan**
Development Advisor at Planned Parenthood Federation of America (PPFA)
Management of the PPFA office (since 2007)
Development of strategies and programmes (based on RBM) on behavioural change communication for youth and young adults on reproductive health, focusing on HIV/AIDS and female genital mutilation (FGM) prevention in Sudan including fundraising and successful proposal writing (UNICEF, Plan Sudan, UNDP, IPPFA, German Foreign Office) and impact-oriented monitoring
Capacity development of respective implementing partner organisations (5 NGOs and 1 university)
Management of teams to development a youth peer education volunteer system with respective training manuals (3) handbooks (3) and ICE (Information, Communication and Education) - Material (1 CD)
Conduction of Training of Trainers (ToTs) (10)
Coordination, monitoring and evaluation of the implementation in 5 states of the Sudan (North, East, South and West)
Support networking and information sharing
Dialogue with stakeholders and ministries
- March 2004
- March 2005** **Deutscher Entwicklungsdienst (DED)
Khartoum, Sudan**
Junior Development Advisor at Planned Parenthood Federation of America (PPFA)
Needs assessment
Development of strategies and programmes on behavioural change communication for youth and young adults on reproductive health, focusing on HIV/AIDS prevention in Sudan including impact oriented monitoring system. Fundraising and proposal writing (UNICEF, German Foreign Office)
Capacity development of implementing CSOs (5) / University (1)
Conduction of Training of Trainers (ToTs) (2)
- Jan 2001
- March 2004** **Freelance Consultant for Intercultural Communication
Münster, Germany**
Development and conduction of training and workshops (20) on intercultural communication and competence for CSOs and associations
Target group: women and youth with migrant background, professionals working with people with migrant background

FORMAL EDUCATION

- Dec 2003** Doctorate: Dr phil. (Cultural Anthropology)
- Feb 2000-
Dec 2003** PhD candidate at the Westfälische Wilhelms-Universität Münster
Department of Cultural Anthropology / Social Science / Psychology
Field study in Accra,/Nkawkaw, Ghana
- Feb 2000** Diploma (M.Sc. equivalent) in pedagogy (adult/youth educational science)
- Sept 1994-
Feb 2000** Student at Westfälische Wilhelms-Universität Münster
Department of Cultural Anthropology / Social Science / Psychology /
Pedagogy
- Aug 1993-
Aug 1994** Voluntary social/ecological year
- 1984-1993** High school: Hildegardis-Gymnasium Kempten
High school graduation (German: Abitur)

ADDITIONAL TRAINING

- 01.08.2017** UN OCHA
- 07.08.2017 UN-CMCoord eCourse: Working in Complex Emergencies
- 01.01.2015-
30.07.2017** Engagement Global (BTE)
Cycle of certification to become a trainer for Global Learning
- 27.07.2017** UN OCHA
-30.07.2017 UN-CMCoord eCourse: Working in Natural Disasters
- 02.09.2016-
04.09.2016** Engagement Global
Learning empathy through violent free communication
Empathie lernen durch gewaltfreie Kommunikation
Berlin, Germany
- 31.08.2016-** OSCE/ODIHR
Comprehensive e-learning course for OSCE/ODIHR Observers
- 19.10.2015-
30.10.2015** Training Platform - for the Centre for International Peace Operations (ZIF)
Training of Trainers on Leadership and Management in international peace
operations
Brühl, Germany
- 14.06.2015-
15.06.2015** Centre for International Peace Operations (ZIF)
"Short Term Election Observation Briefing"
Berlin, Germany
- 03.05.2015-
08.05.2015** UN OCHA
"Coordinated Assessment and Information Management"
Berlin, Germany

25.01.2015- 30.01.2015	Centre for International Peace Operations (ZIF) / State Police College Baden-Wuerttemberg / Federal Armed Forces "German National Training Course on Women, Peace and Security" Wertheim, Germany
01.09.2014- 05.09.2014	UN OCHA "Stand by Partnership Programme (SBPP) Humanitarian Affairs Officer (HAO) Induction Course" Revinge, Sweden
17.11.2013- 30.11.2013	Centre for International Peace Operations (Zentrum für Internationale Friedenseinsätze, ZIF): "Core Course International Peace Operations" Berlin / Germany
22.07.2012 -27.07.2012	Bund für Naturschutz (BfN) "Biodiversity Conservation for Human Wellbeing: Challenges for development cooperation" Island of Vilm / Germany
23.04.2012 -24.04.2012	Gesellschaft für International Zusammenarbeit (GIZ) „Integrated Planning“ (Integrierte Programmierung) Eschborn / Germany
08.08.2011 -12.08.2011	Gesellschaft für International Zusammenarbeit (GIZ) "Order Management" (Auftragsmanagement) Eschborn / Germany
17.07.2011 -21.07.2011	Gesellschaft für International Zusammenarbeit (GIZ) Capacity Works Amman / Jordan
01.07.2008 - 08.08.2008	Internationale Weiterbildung und Entwicklung gGmbH (InWENT) "Coordinator Training" (PM&E, leadership, process oriented moderation, quality management) Bad Honnef / Germany
18.11.2007 -22.11.2007	Deutscher Entwicklungsdienst (DED) "Quality as a Process – Moderation Training" Nairobi / Kenya
25.09.2006 - 06.10.2006	Universitätsklinikum Heidelberg "Multi-sectoral approach in HIV/AIDS" Heidelberg / Germany
14.04.2004- 25.04.2004	Engender Health "ToT in Quality Improvement / Facilitative Supervision" Khartoum / Sudan
22.08.1999- 28.08.1999	National Catholic AIDS Control Programme (NCS) HIV/AIDS Counselling Course Accra / Ghana

- 01.02.1999-** Missionsärztliches Institut Würzburg
02.02.1999 "AIDS in Entwicklungsländern"
Würzburg / Germany
- 03.10.1998-** First Teaching Hospital of Tjanjin University of Traditional Chinese
02.11.1998 Medicine
"Traditional Chinese Medicine"
Tjanjin / China

PUBLICATIONS

- 2018 LAGFA Bayern e.V.: Erweiterung des Integrationskoffers. Für- und Miteinander Integration fördern. Kempten (German version). Extension of the Integration Box: Support Integration – together and for each other
- 2017 Lagfa Bayern e.V.: Integrationskoffer. Für- und Miteinander Integration fördern. Kempten (German version). Integration Box: Support Integration – together and for each other /
- 2007 PPFA-International®/Plan Sudan: Handbook for Youth Peer Education on Female Genital Cutting/Mutilation. Sudan (English and Arab version)
- 2007 PPFA-International®: Information, Education, Communication (IEC) - CATALOGUE. Khartoum (English and Arab version)
- 2006 PPFA-International®/UNICEF/SNAP: Youth peer education handbook on HIV/AIDS. Khartoum (English and Arab version)
- 2006 PPFA-International®/UNICEF/SNAP: Material Box: Youth peer education handbook on HIV/AIDS. Khartoum (English and Arab version)
- 2006 PPFA-International®/UNICEF/SNAP: Training of trainers manual for youth peer education on reproductive health – Sudan. Khartoum (English and Arab version)
- 2006 PPFA-International®/UNICEF/SNAP: Material Box: Training of trainers manual for youth peer education on reproductive health – Sudan. Khartoum (English and Arab version)
- 2006 Weibliche Genitalverstümmelung ist eine Menschenrechtsverletzung. Im Sudan unterstützt der DED lokale Organisationen in ihrem Kampf gegen weibliche Genitalverstümmelung, in: DED (ed. 2006): Fachheft Demokratieförderung. Bonn
- 2003 „Alltägliches Gesundheitsverhalten bei den Kwawu (Ghana). Beitrag zu einer biographieorientierten Medizinethnologie“. Münster

MEMBERSHIP IN PROFESSIONAL BODIES /AFFILIATION

UN OCHA

Member of expert roster for Humanitarian Affairs Officer

Centre for International Peace Operations

(Zentrum für Internationale Friedenseinsätze, ZIF):

Member of expert roster for short term election observations

Centre for International Peace Operations

(Zentrum für Internationale Friedenseinsätze, ZIF):

Member of expert roster for international peace operations

Centre for International Peace Operations

(Zentrum für Internationale Friedenseinsätze, ZIF):

Member of trainer pool for leadership training in international peace operations

Gesellschaft für Evaluation e.V. / Evaluation Society

Member of DeGEval

Bildung trifft Entwicklung (Engagement Global)

Certified consultant for political education

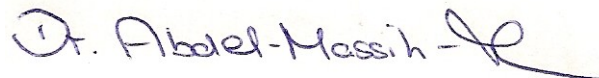
Bildung trifft Entwicklung (Entwicklungspädagogische Informationszentrum EPIZ)

Certified educational consultant

REFERENCES

Upon request

Altusried, 03.01.2019



Dr. Abdel-Massih-Thiemann