

PERSONAL INFORMATION

Dr. Judith Abdel-Massih-Thiemann

📍 Im Tal 3, 87452 Altusried, Germany

☎ +49 (0)8373 3829355 📠 +49 (0)162 3431314

✉ it@thiemannconsulting.de

🌐 <http://www.thiemannconsulting.de>

Sex female | Date of birth 30.01.1974 | Nationality German

JOB APPLIED FOR
POSITION

WORK EXPERIENCE

Since January 2014

**Consultant for Organizational and Project Development
(Assessments, consultation, training, political education)**

Freelancer, Im Tal 3, 87452 Altusried, Germany www.thiemannconsulting.de

Consulting and training for international and national organisations (such as GIZ, Engagement Global, AGdD) non-governmental organisations (Misereor, Caritas, Diakonisches Hilfswerk, Johanniter-Unfall-Hilfe), municipalities and communities, academies (University of Augsburg, Georg-von-Vollmar -Akademie) and consulting companies in the field of organizational and project development. This includes management and organisational structures, strategic planning; project cycle management focusing on monitoring and evaluation, project assessments and surveys, leadership and teambuilding, cooperation and networking; fundraising.

Project development and management of projects (integration and asylum, global learning and sustainable development)

Specific Focus:

Organisational assessments and consultations

Project planning and project management (mainly with civil society)

Development of monitoring systems, training and coaching for the implementation

Conduction of formative and summative evaluations

Development of training concepts and handbooks.

Supervision and coaching for professionals working with refugees.

Political education mainly for teachers and students (Global learning)

Short term election observation.

Thematical focus: Democracy promotion, gender equality, livelihoods, refugees and migration, sustainability goals

Regional focus: Germany, Africa, Horn of Africa, Middle East

Business or sector Consulting, Development Cooperation, Monitoring and Evaluation, Integration, Migration and Refugees, Political Education, Global Learning, Sustainability Goals

April 2013-August 2013

**Process and Assessment Advisor in the Occupied Palestinian Territories
including Gaza**

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, www.giz.de

Advice, support to and coaching of the GIZ team in programme planning and organisational assessment; appraisal of local organizations including human resource planning. Conceptualization and moderation of workshops. Development of respective documents such as assessment reports, résumés, announcements and agreements in correspondence with headquarter in Germany. Sectors of democracy promotion and civil peace service.

Business or sector Development Cooperation

March 2011 – March 2013

Portfolio-Manager of the GIZ office in Amman/Jordan

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, www.giz.de

Monitoring of the portfolio of the GIZ programmes in Jordan/Iraq, including quality control of programmes' proposals, reports, announcements and PR. Development of concepts for and assessment of new programs according to GIZ standard. Contact person for Capacity Works, Human Capacity Development (HCD); Human resource management, supervision and coaching of development advisors, juniors, volunteers and local personnel. Contact person and ensuring of the consideration of GIZ corporate principles and cross cutting issues such as gender, health and security. Conceptualization, coordination and moderation of official GIZ events such as annual planning, mid-term review as well as trainings and workshops.

Business or sector Development Cooperation

March 2008 – December 2010

Sector/Regional Coordinator of the DED office in Khartoum/Sudan

Deutscher Entwicklungsdienst (DED) / since 01.01.2011 Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, www.giz.de

Tulpenfeld 7, 53113 Bonn (nowadays Friedrich-Ebert-Allee 40, 53113 Bonn), Germany

Coordination and monitoring of the "Democracy Promotion" program of DED in Sudan/South Sudan, focusing on organisational development, capacity development; human and women rights; civic education and advocacy; networking. Management of the DED office (including Civil Peace Service in North Sudan) in Khartoum/Sudan, including strategy development, monitoring and evaluation (M&E), fundraising, proposal writing, budgeting, program coordination, administration and human resource management. Facilitation of workshops and trainings as well as official DED events. Organizational quality control (QaP / EFQM); Donor communication and dialog with national ministries; Public relation (PR).

Business or sector Development Cooperation

March 2005 – March 2008

Development Advisor to the Planned Parenthood Federation of America (PPFA), Khartoum/Sudan

Deutscher Entwicklungsdienst (DED) / since 01.01.2011 Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, www.giz.de

Tulpenfeld 7, 53113 Bonn (nowadays Friedrich-Ebert-Allee 40, 53113 Bonn), Germany

Development of strategies and implement behavioural change communication programs for youth and young adults on reproductive health, focusing on HIV/AIDS prevention in Sudan/South Sudan, including the conduction of trainings and ToTs. Development and conduction of training programs. Develop capacities of respective Civil Society Organisations (CSOs). Management of the PPFA office in Khartoum/Sudan; strategy and program development; coordination; budgeting; fundraising and proposal writing; administration and human resource management including supervision and coaching of staff. Networking, donor communication and dialog with related national ministries; PR

Business or sector Development Cooperation

March 2004 – March 2005

Junior Development Advisor to the PPFA Khartoum/Sudan

Deutscher Entwicklungsdienst (DED) / since 01.01.2011 Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, www.giz.de

Tulpenfeld 7, 53113 Bonn (nowadays Friedrich-Ebert-Allee 40, 53113 Bonn), Germany

Development, implementation and M&E of behavioural change communication program for youth and young adults on reproductive health, focusing on HIV/AIDS prevention in Sudan/South Sudan. Development of trainings. Conduction of trainings and workshops. Capacity development of respective CSOs. Fundraising and proposal writing.

Business or sector Development Cooperation

January 2001-March 2004

Consultancies and trainings on intercultural communication

Freelancer, Nordstraße 9, 48149 Münster, Germany

Development and conduction of trainings and workshops for women with migrant background or professionals working with youth and adults with migrant background in the field of intercultural competence, communication and behavioural change communication.

Business or sector Political Education

EDUCATION AND TRAINING

- 14.06-15.06.2015 **Expert Roster for Election Observation**
Centre for International Peace Operations (Zentrum für Internationale Friedenseinsätze, ZIF)
Acquire necessary knowledge and skills to be deployed for election observation with OSCE and EU
- 03.05.2015-08.05.2015 **UN OCHA Expert Roster**
UN OCHA
"Coordinated Assessment and Information Management (CAIM)
Berlin / Germany
Acquire or assess necessary knowledge and skills to be deployed as expert for UN OCHA assessment missions (HNO, MIRA, Kobo)
- 26.01.2015 – 30.01.2015 **Qualification for positions within international peace operations in the field of women, gender equality**
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
Acquire or update knowledge and skills on international resolutions and implementation with regard to gender equality.
- 01.09.2014-05.09.2014 **UN OCHA Expert Roster**
UN OCHA
"Stand by Partnership Programme (SBPP) Humanitarian Affairs Officer (HAO) Induction Course"
Revinge / Sweden
Acquire or assess necessary knowledge and skills to be deployed as UN OCHA HAO including administrative, technical and personal knowledge and skills as well as security awareness and preparedness.
- 17.11.2013-30.11.2013 **Becoming Member of ZIF Expert Roster for International Peace Operations**
Centre for International Peace Operations (Zentrum für Internationale Friedenseinsätze, ZIF)
"Core Course International Peace Operations", Berlin / Germany
Acquire or assess necessary knowledge and skills to become member of the ZIF expert roster including technical and personal knowledge and skills as well as security awareness and preparedness.
- 01.07.2008-08.08.2008 **Qualification for Coordinator positions (DED)**
Internationale Weiterbildung und Entwicklung gGmbH (InWENT),
"Coordinator Training", Bad Honnef / Germany
Acquire or assess necessary knowledge and skills to be qualified for coordinator positions, including planning, monitoring and evaluation, coaching, process-oriented moderation, quality management
- 18.11.2007-22.11.2007 **Quality Management Moderator**

Deutscher Entwicklungsdienst (DED)
 “Quality as a Process – Moderation Training”, Nairobi / Kenia
 Be qualified to moderate quality assessment and evaluation processes

14.04-25.04.2004 **Facilitative Supervision**
 Engender Health
 ToT in Quality Improvement / Facilitative Supervision
 Acquire or improve knowledge and skills to be a qualified supervisor and conduct qualitative trainings for future supervisors.

Dec. 2003 **Doctorate: Dr phil. (Cultural Anthropology)**
 Westfälische Wilhelms-Universität Münster / Germany
 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)**
 Westfälische Wilhelms-Universität Münster / Germany
 Department of Cultural Anthropology / Social Science / Psychology / Pedagogy
 Field study in six regions in Ghana

PERSONAL SKILLS

Mother tongue(s) German

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	Proficient user (C1)	Proficient user (C1)	Proficient user (C1)	Proficient user (C1)	Proficient user(C1)
French	Advanced (B2)	Advanced (B2)	Advanced (B2)	Advanced (B2)	Advanced (B2)
	AKAD Institute				
Arabic	Basic User (A2)	Basic User (A1)	Basic User (A2)	Basic User (A2)	Basic User (A1)

Communication skills

- Excellent intercultural and social communication competencies
- Conflict sensitive
- Working in multicultural environments and teams
- Results oriented and not easily discouraged when faced with challenges

Organisational / managerial skills

- Proven leadership competencies and strong organizational skills
- Excellent competencies in managing programs, monitoring and evaluation
- High competencies in fundraising, proposal writing, budgeting and administration
- Able to structure and plan tasks to meet time-bound objectives

Job-related skills

- Excellent competencies in CSO organisational development/capacity development (including Project Cycle Management, Monitoring and Evaluation)
- High competence in networking and donor communication
- Proven competencies in human and women right approaches
- High competencies in adult and youth education/ behavioural change
- Proven experience in crises prevention, risk management and work in critical environments

- Computer skills** ▪ Very good command of Microsoft Office™ tools (Word™, Excel™ and PowerPoint™), Google docs
- Other skills** ▪ Competences in natural resource management and protection in relation to the human rights approach
▪ Good competences in environment and animal protection and organic farming
- Driving licence** ▪ Driving Licence category BE C1E CE MSL

ADDITIONAL INFORMATION

- Publications** ▪ Member of ZIF facilitator pool for leadership courses in peace missions
- Presentations** ▪ Member of ZIF expert roster for election observation
- Projects** ▪ Member of UN OCHA expert roster for Humanitarian Affairs Officer
- Conferences** ▪ Member of the ZIF (Centre for International Peace Operations) expert pool.
- Seminars** ▪ Member of the ZIF (Centre for International Peace Operations) trainer pool for leadership in international peace operations.
- Honours and awards**
- Memberships** ▪ Member of DeGEval (Gesellschaft für Evaluation e.V. / Evaluation Society)
- References** ▪ Engagement – Global (Education meets Development): educational consultant for global learning
▪ Caritas: Training and support to volunteers working with refugees in Germany

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

ANNEXES

- Copies of degrees and qualifications upon request
- Testimonial of employment or work placement upon request