

# CURRICULUM VITAE

1. **Family name:** LODEMANN  
 2. **First names:** Christoph  
 3. **Date of birth:** 16/09/1969  
 4. **Nationality:** Danish  
 5. **Civil Status:** Married  
 6. **Education:**

Institution [ Date from – Date to ]	Degree(s) or Diploma(s) obtained:
Fern-University Hagen, Institute of Economics, Germany (2013 -2015)	Certificate in Business Economics (Betriebswirt)
CHS-Alliance (2018)	ToT in Core Humanitarian Standards
GIZ Kenya (2012)	CapacityWORKS
Aarhus University, Humanistic Faculty, Denmark (Sep 1990 to Jun 1996)	<b>Master of Arts</b> in Dramaturgy (major), Aesthetics and Culture (minors)

7. **Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
German		Mother tongue	
Danish		Mother tongue	
<b>English</b>	<b>1</b>	<b>1</b>	<b>1</b>
Swahili	2	3	3

8. **Membership of professional bodies:** Member of advisory board or research project “Everyday Humanitarianism” (Copenhagen Business School); member of advisory board of “Somalia and Afghanistan Diaspora Programme” (Danish Refugee Council).

9. **Other skills:** computer literate, design of webpage and social media

10. **Present position:** Consultant at Civil Society in Development (CISU)  
 Director at Danish Emergency Relief Fund (DERF)

11. **Years within the firm:** 6 years at CISU; 2 years as Director at DERF

12. **Key qualifications:**

- 23 years of experience with development planning with a special emphasis on capacity development of civil society and a geographical focus on East Africa.
- His work with CSOs includes needs assessments, the formulation of national capacity development approaches, the design of innovative training plans and facilitation of workshops and ToTs in topics such as NGO change management, leadership, strategic planning, and advocacy.
- Experienced in working with GIZ Kenya (3 years) and trained in CapacityWORKS.
- Mr Lodemann has a special interest in Culture and Development, hereunder the role of creative industries in development.

13. **Specific experience in the region:**

Country	Date from - Date to		Date from - Date to
Tanzania	06/2005 – 12/2010 01/2014 – 12/2016 04 -05/2016	Uganda	01/2014 – 12/2016 01 - 02/2016 06-10/2020
Kenya	03/2011 – 12/2013 01/2014 – 12/2016 09/2018	Papua New Guinea	01 -02/1995 11/1995 -04/1996
Mozambique	05/1998 – 04/2003	Ghana	02 – 04/2015
Vietnam	10 – 12/2016	Nepal	11 – 12/2017

**14. Professional experience:**

<b>Date from - Date to</b>	<b>Location</b>	<b>Company and reference</b>	<b>Position</b>	<b>Description</b>
05/2022 to date	Denmark	Danish Refugee Council	Member of advisory board	<b>Technical Advisor</b> <ul style="list-style-type: none"> <li>Assessment of applications to Diaspora programme (Somalia &amp; Afghanistan).</li> <li>Providing technical input on development impact to the advisory board.</li> </ul>
06/2021 to date	Global	Danish Emergency Relief Fund (DERF)	Director	<b>Leadership</b> <ul style="list-style-type: none"> <li>Assessment of applications and formulation of recommendation notes.</li> <li>Quality assurance of business integrity management systems.</li> <li>Monitoring visit to Nepal and Kenya, assessing performance of grantees</li> </ul>
06/2020 – 10/2020	Uganda	Niras – IP-Consult Germany (for GIZ Uganda)	Consultant	<b>Learning Manual development</b> <ul style="list-style-type: none"> <li>Development of training materials, workshop plan and self-learning manual for GIZ civil society programme in Uganda, on the key topics of: <ul style="list-style-type: none"> <li>a) Internal NGO Governance,</li> <li>b) Advocacy and Government Engagement.</li> </ul> </li> <li>Review of training package on NGO leadership.</li> </ul>
05/2018 – to 05/2021	Global	Danish Emergency Relief Fund (DERF)	Assistant Fund Manager	<b>Fund Management</b> <ul style="list-style-type: none"> <li>Assessment of applications and formulation of recommendation notes.</li> <li>Quality assurance of business integrity management systems.</li> <li>Monitoring visit to Nepal and Kenya, assessing performance of grantees</li> </ul>
03/2017 – to date	Global	CISU – Civil Society in Development	Consultant	<b>Support for Danish CSOs engaged in Development projects</b> <ul style="list-style-type: none"> <li>Providing member services for CISUs 260 member organisations;</li> <li>Development of training plans; one plan each semester</li> <li>Facilitation of professional capacity building (trainings);</li> <li>Organisational development sequences, including advisory support and coaching.</li> </ul>
10/ 2017 - 12/2017	Vietnam	Danish Association of the Disabled (DHF)	Consultant	<b>Programme formulation</b> <ul style="list-style-type: none"> <li>Formulation mission, followed by task of programme design and formulation of 3 year programme to strengthening Disability-Organisations in northern Vietnam.</li> </ul>
01/2017 – 02/2017	Uganda	Danish Association of the Disabled (DHF)	Consultant	<b>Programme formulation</b> <ul style="list-style-type: none"> <li>Formulation mission, followed by task of programme design and formulation of a support programme for people with Cerebral Palsy in Uganda. Including approaches for loan and saving groups and community support structures.</li> </ul>
04/2016 - 05/2016	Tanzania	Niras / Legal Service Facility Tanzania	Consultant	<b>Formulation of capacity development approach for legal aid providers</b> <ul style="list-style-type: none"> <li>Capacity assessment and formulation of national approach to capacity development of CSOs providing access to justice in Tanzania (paralegals and legal aid providers). The analysis included an assessment of the capacities of CSOs, and their capacities to interact with government and external partner organisations.</li> </ul>
04/2015 -	Denmark	Center for Culture	Team member	<b>CKUs human rights based approach in international programmes</b>

Date from - Date to	Location	Company and reference	Position	Description
11/2015		& Development (CKU)		<ul style="list-style-type: none"> <li>Revision of CKUs human rights based approach and incorporate it in programme manual and implementation standards and format. Applying human rights and gender screening note to CKU.</li> </ul>
06/2015	Tanzania Kenya	Danish Embassy in Dar es Salaam / Nairobi / CKU	Team leader	<p><b>Organizational capacity development of 9 arts organization</b> <i>Work with 5 arts organisations in Tanzania and 4 in Kenya.</i></p> <ul style="list-style-type: none"> <li>Facilitation of training in development of a theory of change, project reporting, monitoring of results, collection of <i>Most Significant Change Stories</i>.</li> </ul>
03/2015	Uganda	Center for Culture & Development (CKU)	Facilitator	<p><b>Preparation of Review of CKU / programmes in Uganda</b></p> <ul style="list-style-type: none"> <li>Logistic preparation of stakeholder meetings and partner discussions in Uganda,</li> <li>Facilitation of contacts, meeting schedule and provision of feedback and professional comments to lead consultant.</li> </ul>
01/2015 – 04/2015	Ghana	Danish Embassy in Accra/ CKU	Team member	<p><b>Preparation of Ghana culture and development programme</b></p> <ul style="list-style-type: none"> <li>Participation in formulation mission to Ghana and meeting with key stakeholders in the area of cultural and creative industries in Ghana;</li> <li>Quality assurance in the design and formulation of the Ghana culture and development programme on cultural and creative industries, focusing on access to finance for creative start-ups, capacity development through trainings and networks.</li> </ul>
01/2015 – 02/2016	Tanzania, Kenya, Uganda	Center for Culture & Development (CKU)	Programme Manager	<p><b>Monitoring 12 partnership projects in East Africa</b></p> <ul style="list-style-type: none"> <li>Financial monitoring, coaching and support throughout the implementation process, quality assurance, and monitor the reporting of results;</li> <li>The monitored projects included capacity building for designers and entrepreneurs (The Nest, Kenya), research on creative industries in Tanzania (CDEA, Tanzania), etc.</li> </ul>
12/2014 – 02/2015	Kenya	Danish Embassy in Nairobi / CKU	Team leader	<p><b>Organizational capacity assessment of CSOs in Kenya.</b></p> <ul style="list-style-type: none"> <li>Applying capacity assessment tool, identify strengths weaknesses opportunities and threats. Follow up on identified capacity needs;</li> <li>Facilitation of training in e.g. development of a theory of change, project reporting, monitoring of results, collection of <i>Most Significant Change Stories</i>.</li> </ul>
10 - 12/2014	Tanzania Kenya Uganda	Danish Embassies and CKU	Team leader	<p><b>Formulation of country communication strategies in Tanzania, Uganda, Kenya</b></p> <ul style="list-style-type: none"> <li>Formulation of three communication strategies that support the culture and development programmes in East Africa. Strategies include core narratives and key messages, communication channels per target group, branding details, roles and responsibilities of the involved parties, as well as a specific communication plan;</li> <li>Managing the implementation of the communication strategy;</li> <li>Spearheading linkages to local media, articles on social media and content for documentation reports.</li> </ul>
10 - 11/2014	Tanzania	Danish Embassy in Dar es	Team leader	<p><b>Organizational capacity assessment of CSOs in the cultural sector</b></p> <ul style="list-style-type: none"> <li>Applying capacity assessment tool, identify strengths weaknesses opportunities</li> </ul>

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		Salaam / CKU		and threats. Follow up on identified capacity needs; <ul style="list-style-type: none"> <li>Facilitation of training in e.g. development of a theory of change, project reporting, monitoring of results, collection of <i>Most Significant Change Stories</i>.</li> </ul>
07 - 09/2014	Tanzania	Danish Embassy in Dar es Salaam / CKU	Team leader	<b>Design and formulation of Kenya culture and development programme</b> <ul style="list-style-type: none"> <li>Designing the country programme based on the Danish strategy “the right to art and culture”, a country specific analysis of the cultural sector, and the capacity assessment of possible partner organizations;</li> <li>Formulation of theory of change, and a result framework for efficient implementations and measuring of outcome and outputs.</li> </ul>
06/2014 – 09/2015	Denmark	Center for Culture & Development (CKU)	Team leader	<b>Formulation of programme manual and templates</b> <ul style="list-style-type: none"> <li>Leading the process of developing a programme manual, describing all step in the programme cycle of CKUs international programmes;</li> <li>Development and adjustments of supporting templates and formats (assessment tools, contract templates, accounting and reporting formats, monitoring tools), following Danida guidelines.</li> </ul>
02 – 05/2014	Tanzania	Morogoto Paralegal Center (MPLC)	Advisor	<b>Design and formulation of Tanzania culture and development programme</b> <ul style="list-style-type: none"> <li>Designing the country programme based on the Danish strategy “the right to art and culture”, a country specific analysis of the cultural sector, and the capacity assessment of possible partner organizations;</li> <li>Formulation of theory of change, and a result framework for efficient implementations and measuring of outcome and outputs.</li> </ul>
01 – 12/2013	Kenya	National Aids Control Council (NACC)	Team member	<b>National working group on efficiency and effectiveness in the HIV response.</b> <ul style="list-style-type: none"> <li>Advisory body in the development of Kenya’s national strategic plan on HIV/AIDS.</li> </ul>
01 – 05/2013	Kenya	GIZ-Kenya / NACC	Team member	<b>Employee Wellbeing and HIV mainstreaming on County level</b> <ul style="list-style-type: none"> <li>Transferring experiences from Local Government to County government level;</li> <li><b>Mainstreaming of HIV/AIDS at the workplace.</b></li> </ul>
01 – 05/2013	Kenya	NACC, Ministry of Education, Ministry of Cooperative Development	Team member	<b>Establishment of workplace policies on HIV/AIDS on ministry level</b> <ul style="list-style-type: none"> <li>Facilitation of workshops at the Ministry of Cooperative Development and the Ministry of Education, to formulate a workplace policy on HIV and AIDS.</li> </ul>
11/2012 – 03/2013	Kenya	Swiss Tropical Public Health Institute / GIZ Kenya	Team member	<b>Development of cost-benefit projection tool for employee wellbeing</b> <ul style="list-style-type: none"> <li>Prepared a tool to project the cost-benefit ratio of health promotion at the workplace, including HIV preventions and mitigation of the impact of AIDS. The tool is a HR management tool to streamline employee wellbeing interventions;</li> <li>Piloted the tool at <i>Kenyan Airways</i>, the Ministry of Health, and Thika Municipality;</li> <li>Analysis and presentation of results from pilot study.</li> </ul>
12/2012 –	Kenya	National Aids	Team	<b>End Term Review of Kenya’s national strategic plan on HIV/AIDS</b>

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02/2013		Control Council (NACC)	member	<ul style="list-style-type: none"> <li>Member of task force for collection of data from communities and stakeholders via NACC field offices;</li> <li>Facilitated the public sector input to the review.</li> </ul>
06/2012 – 05/2013	Kenya	GIZ-Kenya / NACC	Advisor	<p><b>Scale up of capacity building programme to national level.</b></p> <ul style="list-style-type: none"> <li>Capacity building of HIV desk officers training of staff at 175 local authorities in HIV mainstreaming, monitoring of the HIV response and the national digital (mobile) reporting system;</li> <li>Establishment of AIDS Control Units (ACU) at the workplace;</li> <li>Capacity building on behaviour change communication, peer education, HIV-testing, condom distribution, treatment, care &amp; support.</li> </ul>
03/2011 – 12/2012	Kenya	GIZ-Kenya / NACC	Advisor	<p><b>Capacity building of HIV desk officers at local authorities in central province</b></p> <ul style="list-style-type: none"> <li>Development and facilitation of extensive capacity building programme. Hands on approach;</li> <li>Training in HIV mainstreaming, monitoring of the HIV response and the national digital (mobile) reporting system;</li> <li>Establishment of AIDS Control Units (ACU) at the workplace;</li> <li>Capacity building on behaviour change communication, peer education, HIV-testing, condom distribution, treatment, care &amp; support.</li> </ul>
04 – 07/2012	Kenya	National Aids Control Council	Advisor	<p><b>Campaign against discrimination of people living with HIV</b></p> <ul style="list-style-type: none"> <li>Development of campaign material, design and facilitation of ToTs, and roll out of the campaign at local authorities in central province of Kenya.</li> </ul>
03/2011	Kenya	Deutscher Entwicklungsdienst (DED)	Team member	<p><b>KAPB study on HIV and AIDS in Central Province of Kenya</b></p> <ul style="list-style-type: none"> <li>Conduct KAPB (Knowledge, Attitudes, Perception and Behaviour) on HIV and AIDS on 5 locations in Central Province: Nyeri Municipal Council, Thinka Municipal Council, Maragua Town Council, Ruiru Municipal Council, and Nyandarua County Council;</li> <li>Presentation and discussion of results during a stakeholder workshop.</li> </ul>
03/2010	Tanzania	MS-Action Aid Denmark	Team member	<p><b>Formulation of strategic plan and fundraising plan with NGO Haki Madini</b></p> <ul style="list-style-type: none"> <li>Conducting a SWOT analysis and advise on the participatory process of choosing between strategic options and formulate a strategic plan;</li> <li>Completed with formulation of a fundraising plan based on the strategy.</li> </ul>
09 – 12/2010	Tanzania	Morogoro Paralegal Center for Women and Children	Team leader	<p><b>Formulation of Strategic Plan with NGO Morogoro Paralegal Center</b></p> <ul style="list-style-type: none"> <li>Conducting a problem tree and SWOT analysis. Facilitated the participatory process of choosing between strategic options and formulate a strategic plan;</li> <li>Further development of annual fundraising plans based on the strategic plan.</li> </ul>
02 – 12/2010	Tanzania	MS-Action Aid Denmark	Team member	<p><b>Assessed organisational capacity of 15 CSOs and identified capacity needs</b></p> <ul style="list-style-type: none"> <li>Member of MS's OCB team, which conducted capacity needs assessments, followed by trainings in accountability, board development, and strategic planning.</li> </ul>

Date from - Date to	Location	Company and reference	Position	Description
				<b>Capacity development of CSOs in management of land rights projects.</b> <ul style="list-style-type: none"> <li>Advise 5 CSO's on land rights: Naramatisho, Taphgo, MPLC, Cords, and Vijana Vision;</li> <li>Capacity building about rights and duties as described in the land legislation, hereunder women's land rights and pastoralist rights.</li> </ul>
01/2009 – 04/2010	Tanzania	MS-Action Aid Denmark	Facilitator	<b>Land use planning</b> <ul style="list-style-type: none"> <li>Advised local authorities and communities in participatory land use planning, followed by demarcation of village land.</li> </ul>
08/2009	Tanzania	Morogoro Paralegal Center for Women and Children	Team leader	<b>Facilitation of change management workshops</b> <ul style="list-style-type: none"> <li>Identifying and adapting external factors for change. Working with internal change processes;</li> <li>Picturing the future organization, planning for change and appointing change agents within Morogoro Paralegal Center.</li> </ul>
07/2009	Tanzania	MS-Action Aid Denmark	Team member	<b>District Mapping</b> <ul style="list-style-type: none"> <li>Mapping CSO's of Silmanjiro district.</li> </ul>
08/2008 – 08/2009	Tanzania	Legal and Human Rights Center (LHRC)	Facilitator	<b>Facilitated ToTs of human rights monitors.</b> <ul style="list-style-type: none"> <li>Establish a network of human rights monitors in Morogoro region and train them in how to document and report human rights violations.</li> </ul>
09/2008 – 01/2009	Tanzania	Morogoro Paralegal Center for Women and Children	Team leader	<b>Concept development and project formulation</b> <ul style="list-style-type: none"> <li>Developed concept and formulated project on Gender Based Violence &amp; FGM in Morogoro region;</li> <li>Monitoring of project results and reporting to donor.</li> </ul>
01/2007 – 12/2009	Tanzania	Morogoro Paralegal Center (MPLC)	Advisor	<b>Organisational Development of Legal Aid provider.</b> <ul style="list-style-type: none"> <li>Development of strategic plan and financing plan (incl. fundraising), board development trainings, advise on documentation of lessons learnt and project implementation;</li> <li><b>Capacity development</b> of volunteer legal aid providers.</li> </ul>
10 - 12/2006	Tanzania	MS-Action Aid Denmark	Team member	<b>Facilitate the formulation of code of conduct</b> <ul style="list-style-type: none"> <li>Facilitation of a partner workshop to discuss the code of conduct for MS -Tanzania and its 15 partner organizations;</li> <li>Formulation of code of conduct and dissemination among the partner organizations.</li> </ul>
06/2005 – 05/2010	Tanzania	Morogoro Paralegal Center for Women and Children	Team member	<b>Training of paralegals to provide legal aid for women and children</b> <ul style="list-style-type: none"> <li>Development of training plan, and logistic preparations;</li> <li>Facilitation of trainings in counselling and legal aid, and different legislations (Sexual Offences Act, Marriage Act, Land rights);</li> <li>Establishment of paralegal units in 5 districts in Morogoro region, reporting to MPLC in Morogoro town; Facilitated the establishment of a national network of paralegals.</li> </ul>
05/2005 –	Tanzania	MS-Action Aid Denmark	Advisor	<b>Women's land rights programme development and implementation</b>



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12/2010				<ul style="list-style-type: none"> <li>• Training of paralegals in land rights and land conflict resolution.</li> </ul>
02/2003	Mozambique	IBIS Mozambique	Team leader	<b>Fundraising. HIV prevention along road constructions</b> <ul style="list-style-type: none"> <li>• Design of project idea and formulation of project document.</li> </ul>
06/2002 – 04/2003	Mozambique	IBIS Mozambique	Team leader	<b>Establishment of community radios to hold government accountable</b> <ul style="list-style-type: none"> <li>• Focus on community mobilization and organization to run a community radio;</li> <li>• Capacity development in transparency in decision making process and accountability of duty bearers. Freedom of speech;</li> <li>• Preparation of two community groups to run community radios;</li> </ul>
12/2002 – 01/2003	Mozambique	IBIS Mozambique	Team leader	<b>Strategy formulation</b> <ul style="list-style-type: none"> <li>• Formulation of IBIS Mozambique's strategy on prevention of HIV and AIDS.</li> </ul>
06 - 12/2001	Mozambique	IBIS Mozambique	Team leader	<b>Strategy formulation.</b> <ul style="list-style-type: none"> <li>• Formulation of IBIS – Mozambique's strategy on culture and communication.</li> </ul>
08/1991 – 12/2001	Mozambique	Provincial Government, Department for youth and sports.	Coordinator	<b>Provincial programme on HIV/AIDS/STI education for youth out of school</b> <ul style="list-style-type: none"> <li>• Development and implementation of programme on HIV/AIDS &amp; STI education for youth out of school;</li> <li>• Focus on information and education about condom use (BCC) in 3 districts of Niassa province (Ngauma, Marrupa, Majune).</li> </ul>
05 – 07/2000	Mozambique	Provincial Government, Department of Culture	Team leader	<b>Organization of provincial dance festivals</b> <ul style="list-style-type: none"> <li>• Managed the organization of 3 district and 1 provincial dance festival. Focus on preparation, logistics and budget control in collaboration with the provincial department of culture.</li> </ul>
08/1998 – 12/2002	Mozambique	Provincial Department of for Youth and Sports	Team leader / Advisor	<b>Capacity Development of Youth Association Namacula</b> <ul style="list-style-type: none"> <li>• Capacity development in participatory planning, association building and being accountable to the members of the association;</li> <li>• Advise on implementation of community programme (culture component);</li> <li>• Advise and capacity building of provincial staff in implementation of cultural activities as part of community programme in 3 districts of Niassa province;</li> <li>• Establishment and management of a provincial art fund; monitored the distribution and use of funds; reporting to donor and government.</li> </ul>
03/1996 – 02/1998	Denmark	Friendship Association Denmark - PNG	Lecturer	<b>Lectures about Papua New Guinea (PNG) culture and development</b> <ul style="list-style-type: none"> <li>• Holding lectures at folk high schools, museums and different associations about life and culture in Papua New Guinea.</li> </ul>
11/1995 – 02/1996	Papua New Guinea	Aarhus University	Student	<b>Field research for final university thesis</b> <ul style="list-style-type: none"> <li>• Thesis about rituals as an origin for artistic expression, including empiric research at the Southern highlands of Papua New Guinea.</li> </ul>