

CURRICULUM VITAE

PERSONAL DATA

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PROFILE

Christoph is a development practitioner with more than 25 years of experience with capacity development of civil society actors. He strengthens people and organisations with analytic depth, methodological strength and strategic direction.

His expertise includes assessment of projects and programmes. As a leader, Christoph creates results by motivating others. His high professionalism gives him natural authority. Agility and cultural sensitivity complete his social competencies.

EMPLOYMENT RECORD

- Period (length)
- Employer's company name
- Position
- Description

MARCH 2017 TO DATE

CISU – Civil Society in Development, Denmark

Advisor and Fund Manager

- **Advisor** to CISUs member organisations, providing advisory support and facilitating learning concepts for member organisations. Also strengthened the collaboration between member organisations and private sector businesses.
- **Director** of the Danish Emergency Relief Fund (DERF): 2017 as BIMS manager, since 2018 as back up fund manager and since 2021 as DERF director. Responsible for daily management and strategic leadership. Managing the DERF team consisting of 8 staff.
- **Capacity Development:** Strategic development and facilitation of capacity building services for civil society organisations, including trainings, and organisational development. Facilitating trainings in project cycle management, the humanitarian standards, nexus, advocacy, and more.
- **Monitoring:** through field visits to e.g. India, Nepal, Kenya, Uganda, Ghana. Assessment of reports from grantees. Developing the monitoring framework of the DERF and the efficient of the granting system. Take part in strategic consultations with the MFA.
- Facilitating **strategic processes**, such as the formulation of CISUs accountability system. Fundraising through formulation of tender documents (DERF and other). Formulation of guidelines and strategic thematic papers about nexus, result based management, the project cycle, and other.
- **Network:** Responsible for coordination of CISUs member-networks, hereunder the network of organisations working with art, culture and sports.
- **Representing** CISU externally: member of the grant committee of the disability fund (2017-2019) of the advisory board of the Diaspora programme (Somalia and Afghanistan) at the Danish Refugee Council. Participating in *Global Focus* working groups (safeguarding from 2018-2019, nexus from 2019-2021)

- Period (length)
- Employer's company name
- Position
- Description

JUNE TO OCTOBER 2020 (67 days)

Niras, IP Consult, Germany, for GIZ Uganda

Lead Consultant

- Development of training material (training plan + self-learning manual) on the topic of *Internal Governance*, for GIZ's civil society programme in Uganda.

• Period (length) • Employer's company name • Position • Description	• Development of training material (training plan + self-learning manual) on the topic of <i>Advocacy and Government Engagement</i>, for GIZ's civil society programme in Uganda.
• Period (length) • Employer's company name • Position • Description	SEPTEMBER 2016 TO MAY 2017 (8 MONTHS) Dansk Handicap Forbund, Consultant for preliminary studies and project development • Concept development for capacity development of the disability-movement in Vietnam and Uganda. Facilitation of a Theory of Change workshop during project planning. • Project formulation for support through the Disability Fund.
• Period (length) • Employer's company name • Position • Description	APRIL 2016 (20 DAYS) Niras, for the Royal Danish Representation in Tanzania Lead Consultant • Sector analysis, followed by formulation of national capacity development strategy for paralegals and legal aid providers in Tanzania, to be implemented by the Legal Service Facility Tanzania.
• Period (length) • Employer's company name • Position • Description	JANUARY 2014 TO DECEMBER 2016 (3 YEARS) Danish Centre for Culture and Development (CKU), Copenhagen, Denmark Programme Manager • Development of sector analysis and concepts for culture and development programmes in Eastern Africa, this in collaboration with the Danish Embassies and local cultural actors. Formulation of two new country programmes (Kenya and Tanzania). • Public Diplomacy: Collaboration with Danish representations in Kenya, Tanzania and Uganda on preparation and implementation of the country programmes. • Management of 3 country programmes (Kenya, Tanzania, Uganda), with 1 programme officer in each country. Responsible for day-to-day management and financial controlling, as well as quality assurance of development standards. Responsible for monitoring. • Co-lead of programmes in West Africa and the MENA region for quality assurance. • Development of new programme manual for all phases of the international work, hereunder checklists for planning, controlling, formats for monitoring, documentation of results and internal learning. • Contributed to cross-cutting tasks such as development of concept notes, result matrix', and reports to the board and the MFA.
• Period (length) • Employer's company name • Position • Description	FEBRUARY 2011 TO DECEMBER 2013 (2 YEARS AND 11 MONTHS) Gesellschaft für Internationale Zusammenarbeit (GIZ), Kenya Advisor • HIV / AIDS mainstreaming into local government, 2011 in Central Province, Kenya, from 2012 with national scale-up to 192 town and city councils. • Developed concepts for facilitation of capacity development for HIV/AIDS desk officers within local government officers. Conducted trainings in topics related to HIV/AIDS, as well as change management, project management, monitoring and reporting. • Being focal point for gender, diversity, and HIV mainstreaming of the GIZ health sector programme. Development of employee-wellbeing model, based on public health data.
• Period (length) • Employer's company name • Position • Description	MAY 2005 TO DECEMBER 2010 (5 YEARS AND 8 MONTHS) Action Aid Denmark, Mellemfolkeligt Samvirke, Tanzania Advisor • Organisational advisor for NGO: Morogoro Paralegal Centre. Board development, strategic planning and development of a fundraising plan. • Facilitated training for paralegals in advisory support, planning of campaigns, and human rights monitoring.

• Period (length) • Employer's company name • Position • Description	• Developed MS-Tanzania's organizational development approach for 15 local partner organisations. Also formulated the accountability framework (Code of Conduct) for MS-Tanzania and its partner organisations - Development of concepts for land conflict management and land use planning. AUGUST 1998 TO APRIL 2003 (4 YEARS AND 9 MONTHS) Oxfam Denmark (former IBIS). Post-conflict Mozambique, Niassa province. Coordinator for Culture, Communication and HIV/AIDS Education • Organisational capacity development for provincial department of culture, youth and sports. Advised in project management and task coordination. Responsible for financial controlling. • Coordination of community development programme in post-conflict Mozambique. Sector-focus on vulnerable youth and cultural strengthening. Coordination of provincial dance festivals, art craft market days, and expositions.. • Establishment of 2 community radios; strengthened the associations managing the radios. • Focal point for HIV/AIDS mainstreaming within IBIS Mozambique. Strategic development of IBIS Mozambique's national HIV/AIDS programme. JUNE 1997 TO JULY 1998 (1 YEAR) International Kulturformidling, Odense, Denmark. Project Manager • Management of multimedia performance "Dansen om Skamstøtten" and dialogue-theatre "Go-Nok, et kulturmøde". Responsible for concept development, fundraising, training plans, daily management, accounting and public relations • Responsible for project staff (4 persons) and more than 100 volunteers.
EDUCATION AND TRAINING • Period (lengths) • Institution • Title • Degree • Content • Period (lengths) • Institution • Title • Degree • Content TRAININGS	June 2013 to February 2015 (2 years intensive study with break in 2014) FernUniversität Hagen, Institute of Economics (IWW), Hagen, Germany Business Administration Certificate • Management and leadership theories, project management, economy, accounting, human resource management, and international marketing. September 1990 to October 1996 (6 years) Aarhus University, Humanistic Faculty, Institute of Dramaturgy, Aarhus, Denmark Dramaturgy, Aesthetics and Culture Master of Arts Culture management and public administration; organizational theory, theatre history, drama pedagogy. Final thesis with field study in Papua New Guinea. 2022: Managing relations, for informal leaders, (4 days) by DJØF. 2018: Core Humanitarian Standards, training of trainers (1 weeks), by CHS-Alliance. 2012: Cost-benefit projection for employee wellbeing (2x2 days) Swiss Tropical Public Health Institute, Ghana & Kenya. 2012: Capacity Works, (1 wee) GIZ management model, GIZ-Kenya. 2011: Multi-sectoral approach to HIV/AIDS, (2 weeks) Heidelberg University. 2010: Governance -Accountability (2 weeks) MS-TCDC, Arusha, Tanzania. 2007: Concepts for organisational capacity building (1 week) EASUN, Tanzania. 2005+6: Swahili beginner and advanced language course (6 weeks), TCDC, Tanzania. 2005: Accounting and bookkeeping, (6 weeks) AMU-Education, Århus Business College, DK. 2004: Change management (6 weeks), Module of Leadership Education JCVU, Denmark.

	2002/3: Training of Trainers - workshop facilitation on HIV prevention (2 weeks), IBIS Namibia. 2001: Organisational Development for Advisors and Consultants (2 weeks) MDF – Management for Development Foundation, Eden, Holland. 1998: Intensive Portuguese language course (170 hrs), CIDAC, Lisbon, Portugal.
LANGUAGE SKILLS	Danish, German, English: Fluent, proficiency level (reading speaking and writing). Portuguese, Swahili: Basic, conversational level.
SOCIAL ENGAGEMENT	Member of a variety of Danish CSOs over time, hereunder MS-Action Aid Denmark, Ibis-Oxfam, Østafrikas Venner, Friendship Association Denmark-Papua New Guinea (founder, chairperson 1995-1998). Volunteering at Aids-Fondet. Also politically active.
PERSONAL PROFILE	Christoph is a focused person, committed to his work and the change it brings to people in need. His social competence includes working in an intercultural context. Christoph is people focused, open-minded and culturally sensitive. His leadership skills include strategic overview and motivation of people. His analytical skills and intellectual competence contribute to his high quality of services. Colleagues describe him as open-minded and friendly. Christoph is easy to work with in a team.