

## Curriculum Vitae

1. Personal data				
<i>Family name:</i> Hansen		<i>First name(s):</i> Finn Torkild		
<i>Contact:</i> <a href="mailto:hn-consultants@mail.dk">hn-consultants@mail.dk</a> , telephone: +45 46 32 46 14; Hedemøllevej 21, 4000 Roskilde, Denmark.				
2. Employment record				
<i>Employer's Company:</i>		<i>Period of service and length:</i>		<i>Position with the Enterprise:</i>
HN Consultants ApS		01/ 2001 – ongoing		Co-founder, owner, director
Hansen Consult		05/ 1998 – 12/ 1998; 05/ 2000 – 01/ 2001		Founder, owner, director
Danish Ministry of Foreign Affairs		10/ 1999 – 05/ 2000		NGO Section, Technical Advisory Service.
Centre for Development Research		12/ 1998 – 06/ 1999		Researcher on NGO Impact Study
Danish Ministry of Foreign Affairs		01/ 1998 – 04/ 1998		Short-term adviser
UNDP Costa Rica		12/ 1995 – 12/ 1997		Junior Professional Adviser (governance)
IBIS Nicaragua		01/ 1992 – 10/ 1995		Adviser (advocacy) to Central American research network (CRIES) and regional peasant platform (ASOCODE).
3. Education				
<i>Institution, city and country:</i>		<i>Length of education:</i>		<i>Degree/Diploma obtained:</i>
Roskilde University Centre, Denmark		09/1985 – 11/1991 (6 years)		Msc, Development Studies and Public Administration
4. Language skills (mother tongue, full proficiency, average, poor)				
<i>Language:</i>	<i>Formal education:</i>	<i>Speaking skills:</i>	<i>Reading skills:</i>	<i>Writing skills:</i>
Danish	Mother tongue			
English	Proficiency course, Roskilde University	Full proficiency	Full proficiency	Full proficiency
Spanish	Diploma, Costa Rica language course	Full proficiency	Full proficiency	Full proficiency
5. Profile				
<p>Mr Hansen is a senior governance consultant with 25+ years of experience with development cooperation. He has varied experience with development programmes and in general with project &amp; programme design, formulation, appraisals, review, outcome assessments/evaluation (relevance, effectiveness, efficiency, impact and sustainability). He has carried out more than 100 consultancies in 30+ countries. He has carried out more than 20 identification and/or formulation missions, more than 40 reviews, 15 appraisals and pre-appraisals, He has also provided technical back-up to approximately 30 assignments since 2001, being the main project manager for HN Consultants ApS He has coordinated teams including consultants specialised in human rights, justice, parliament-to-parliament cooperation, elections, public financial management, anti-corruption, education, environment, agriculture and health.</p> <p>With project cycle experience from several donors, Mr Hansen is apt at extracting lessons learned from one donor's approach to compile best practices in development aid. Since 1997, Mr. Hansen has carried out assignments for Danida, the World Bank, the European Union, the Finnish Ministry of Foreign Affairs, the Swedish International Development Cooperation Agency (Sida), the German Inwent (today part of GIZ) and international and Danish NGOs. The assignments included design, identification, formulation, appraisal, and reviews.</p> <p><b>Governance profile:</b> From 1992-1997, Mr. Hansen has held long-term assignments for UNDP and Danish NGO IBIS, supporting partner advocacy activities and since 1997, he has carried out short-term assignments in the areas of governance and democracy, including public administration, civil society strengthening, human rights, anticorruption, access to justice and decentralisation, among others. Key areas of thematic specialization include:</p> <ol style="list-style-type: none"> <li>(1) Democratic governance, Popular Participation (civil society participation and advocacy at local and national level, decentralisation, including devolution and municipal management).</li> <li>(2) Human rights Based Approach (Participation, Accountability, Non-Discrimination and Transparency and human rights (women and indigenous rights)). Special focus on disability rights and fight against torture.</li> <li>(3) Institutional analysis of partner institutions &amp; capacity development.</li> <li>(4) Donor harmonisation &amp; alignment.</li> <li>(5) Crosscutting issues, including gender aspects in development.</li> </ol>				

6. Country experience	Year
<i>Latin America</i>	
Belize	1993
Bolivia	1998, 1999, 2000, 2001, 2003, 2004, 2005, 2007, 2008, 2010, 2013, 2014.
Costa Rica	1995-1997, 2007, 2010, 2012, 2015.
Ecuador	2005, 2006
El Salvador	1993, 1994, 1997, 2001, 2010, 2012.
Guatemala	1993, 1994, 1996, 1997, 2000, 2001, 2007, 2010, 2011, 2012, 2013, 2015.
Honduras	1993, 1994, 1997, 2001, 2007, 2010, 2012, 2014, 2015.
Mexico	1990, 2011.
Nicaragua	1984, 1990, 1991, 1992-95, 1998, 1999, 2000, 2002, 2004, 2007, 2008, 2009, 2010, 2011, 2014, 2015.
Panama	1995.
Peru	2006, 2007, 2014.
<i>Africa</i>	
Cameroon	2011
Egypt	2011
Ghana	2004, 2006, 2009, 2012, 2013, 2014.
Kenya	2010, 2015, 2016.
Liberia	2014.
Malawi	2008, 2010.
Mozambique	2002, 2004.
Namibia	2004.
Rwanda	2012, 2015, 2016.
South Africa	2004
Sierra Leone	2014, 2015
Sudan	2015
Uganda	2011, 2013, 2014, 2016
<i>Asia and Middle East</i>	
Georgia	2011
Lebanon	2011
Nepal	2016
Palestine	2012
The Philippines	2012
Vietnam	2011 (three times), 2012, 2013, 2014, 2015, 2016.
<i>Europe</i>	
Serbia	2016

## 7. Assignments

Period	Country	Client	Position	Assignment
August – October 2016	Rwanda	Danish Association of the Blind. <a href="mailto:Susanne.kjaer@blind.dk">Susanne.kjaer@blind.dk</a>	Team Leader	Evaluation of “Empowerment Project” focused on advocacy, organisational development and social & economic empowerment. DAC-criteria were applied.
July – August 2016	Denmark	National Association LEV (Lisbeth Rasmussen, <a href="mailto:lr@lev.dk">lr@lev.dk</a> )	Team Leader	Donor-mapping for disability organisations. Coordinated a team of four consultants from South Africa, Ghana, Rwanda and Uganda to map options for fundraising.
June - August 2016	Vietnam	Danish Association of the Physically Disabled. Michael Larsen. <a href="mailto:michaeldhf@gmail.com">michaeldhf@gmail.com</a>	Team Leader	Mid-Term Review of the project “Cooperation with Provincial Disabled Peoples Organisations in Vietnam.” Focus on effectiveness, efficiency, outcome & sustainability.

March – May 2016	Uganda	Danish Association of the Physically Disabled. Michael Larsen. <a href="mailto:michaeldhf@gmail.com">michaeldhf@gmail.com</a>	Team Leader	Mid-term Evaluation of the project “Capacity Building for Sustainable Development” with focus on empowerment, organizational development and advocacy.
January – May 2016	Uganda, Kenya, Serbia & Nepal	International Rehabilitation Council for Torture Victims. Melita Murko. <a href="mailto:mm@irct.org">mm@irct.org</a>	Sole consultant	Mid-term Evaluation of EU-funded project: Data in the fight against impunity. Partner rehabilitation centres in the project are located in 11 countries in four regions and supported to improve documentation of torture cases. EU evaluation criteria are applied.
October 2015 – February 2016	Vietnam	Danish Ministry of Foreign Affairs. Hau Thi Trung Chu <a href="mailto:hauchu@um.dk">hauchu@um.dk</a>	Team Leader	Preparation of Draft Programme Completion Reports and assessment of: 1) Governance and Public Administration Reform Programme and 2) the Justice Partnership Programme (co-financed with the European Union and Sweden).
July – October 2015	Sudan & Rwanda	Danish Ministry of Foreign Affairs Mille Dølner. <a href="mailto:mildol@um.dk">mildol@um.dk</a>	Team Leader	Capacity Assessment and Review of the Danish NGO ADRA. The overall objective of the review is to assess the results obtained: reflection of strategies and policies in plans/activities and ADRA DK’s current financial and organisational capacity.
August 2015- October 2015	Rwanda	The National Association of LEV (Danish civil society organization). Lisbeth Rasmussen. <a href="mailto:lr@lev.dk">lr@lev.dk</a>	Team Leader	Review of the project “New Deal – Parents for Active Advocacy” and Capacity Assessment of Tubakunde; an organisation supporting persons with intellectual disabilities.
March 2015 – June 2015	Nicaragua, Costa Rica, Guatemala, Honduras.	Danish Ministry of Foreign Affairs Elsebeth Tarp. <a href="mailto:elstar@um.dk">elstar@um.dk</a>	Team Leader	Review of Pro-Derechos; Human Rights Programme in Central America. Assessment of progress for seven partners, including the Inter-American Commission and the Inter-American Court for Human Rights.
March 2015 – July 2015	Vietnam	European Union (sub-contracted by NIRAS) <a href="mailto:csb@niras.dk">csb@niras.dk</a>	Civil Society expert.	Evaluation of Justice Partnership Programme (joint donor support from the EU-Denmark-Sweden). Application of evaluation DAC criteria (Relevance, Effectiveness, Efficiency, Sustainability, Outcome & Impact)
February – March 2015	Kenya	Danish Ministry of Foreign Affairs (Danida) (sub-contracted by COWI) Kim Gustavsen. <a href="mailto:kign@cowi.dk">kign@cowi.dk</a>	Governance expert	Appraisal of Kenya Country Programme 2015-20, including governance: support to civil society organisations and support to women’s rights and empowerment.
November 2014 – February 2015	West Africa (Ghana, Burkina Faso)	Danish NGO IBIS Karen Andersen <a href="mailto:ka@ibis.dk">ka@ibis.dk</a>	Team Leader	Evaluation of West Africa Human Rights and Democratisation Programme, including support to media, elections and conflict resolution.
October 2014- January 2015	Uganda	Danish Epilepsy Association, Per Olesen. <a href="mailto:per@epilepsiforeningen.dk">per@epilepsiforeningen.dk</a>	Team Leader	External review of partner capacity, results and lessons learnt and preparation of exit-phase.

August – October 2014	Nicaragua, Honduras, Bolivia.	Danish Association of the Physically Disabled (DHF) (Henry Lind, <a href="mailto:henry@dhf-net.dk">henry@dhf-net.dk</a> )	Team Leader	Mid-term review of Latin America Programme. Responsible for two national consultants pre-studies.
July – December 2014 & January – February 2015.	Vietnam & Denmark	National Association LEV (Lisbeth Rasmussen <a href="mailto:lr@lev.dk">lr@lev.dk</a> )	Consultant	End-of-Project Review preparation: Strengthening the Rights of Families and Persons with Intellectual Disabilities & strategy development for LEV on organisational development and advocacy.
July – December 2014	Vietnam	Danish Embassy, Hanoi ( <a href="mailto:Hauchu@um.dk">Hauchu@um.dk</a> )	Team Leader	Programme Completion Report for Strengthening of the Government Inspectorate Sector's capacity to combat corruption.
May – July 2014	Sierra Leone	IBIS Denmark, Connie Dupont <a href="mailto:cd@ibis.dk">cd@ibis.dk</a>	Team Leader	Evaluation of Citizens' Rights and Responsibilities in Governance Programme
March – May 2014	Liberia	IBIS Denmark, Thomas Grotkjær Nielsen, <a href="mailto:tgn@ibis.dk">tgn@ibis.dk</a>	Team Leader	Formative Monitoring Mission to review the Democratic Rights and Inclusive Governance, including programme results, partnership approach, challenges and opportunities and future set-up.
January – April 2014	Bolivia	Royal Danish Embassy in Bolivia Lars-Henrik Worksøe ( <a href="mailto:larwor@um.dk">larwor@um.dk</a> )	Team Leader	Finalisation of the formulation of the thematic governance programme in Bolivia, with special emphasis on formulation of a support to civil society organizations and education.
September – December 2013	Bolivia	Royal Danish Embassy in Bolivia Lars-Henrik Worksøe ( <a href="mailto:larwor@um.dk">larwor@um.dk</a> )	Team Leader	Finalisation of Country Programme Document according to Danida guidelines (Country Programme based on three thematic programmes in areas of agriculture/green growth; natural resource management/climate change and governance/access to justice).
September – October 2013	Uganda	The National Association of LEV (Danish civil society organisation), Lisbeth Rasmussen ( <a href="mailto:lr@lev.dk">lr@lev.dk</a> )	Team Leader	Capacity assessment and lessons learnt from 15 years of collaboration with Ugandan association of persons with intellectual disabilities. Input for formulation of new project with focus on advocacy at national and district level.
June – August 2013	Central America	Royal Danish Embassy in Bolivia Carmen Barragan ( <a href="mailto:carbar@um.dk">carbar@um.dk</a> )	Project manager	Formulation of the Regional Environmental Programme – Land rights and Sustainable Use of Natural Resources in Central America.
June – August 2013	Vietnam	Danish Association of the Disabled Michael Larsen, ( <a href="mailto:michaelfdh@gmail.com">michaelfdh@gmail.com</a> )	Team Leader	Review of the project “Promoting the implementation of disability laws and policies: DP Hanoi capacity building and advocacy project”.
May-June 2013	Mexico	Danish Ministry of Foreign Affairs Mike Speirs ( <a href="mailto:mikspe@um.dk">mikspe@um.dk</a> )	Project manager and consultant.	Appraisal of the Climate Change and Energy Programme in Mexico.

March – August 2013	Ghana, Guatemala, Bolivia.	IBIS Stine Krøijer and Lars Koch ( <a href="mailto:skr@ibis.dk">skr@ibis.dk</a> , <a href="mailto:lk@ibis.dk">lk@ibis.dk</a> )	Team Leader	Review of experiences with global advocacy programmes. Preparation of a review report and a report on methodologies, best practices on advocacy in Africa and Latin America (field visit to three countries).
February – March 2013	Vietnam (desk)	Danish Ministry of Foreign Affairs Lis Rosenholm <a href="mailto:lisros@um.dk">lisros@um.dk</a>	Consultant	Review of country programme progress, Vietnam, including presentation of main components, status, risks assessment of programmes.
February – March 2013	Uganda (desk)	Danish Ministry of Foreign Affairs Sanne Frost Helt ( <a href="mailto:sanhel@um.dk">sanhel@um.dk</a> )	Consultant	Review of country programme progress, Uganda, including presentation of main components, status, risks assessment of programmes.
January 2013 – December 2013	Bolivia	Danish Ministry of Foreign Affairs Carmen Barragan ( <a href="mailto:carbar@um.dk">carbar@um.dk</a> )	Consultant & project manager	Formulation of the New Environmental Programme in Bolivia, including support to government institutions, private and civil society actors.
November – December 2012	Palestine	Danish Ministry of Foreign Affairs Lars Adam Rehof ( <a href="mailto:larreh@um.dk">larreh@um.dk</a> )	Consultant	Mid-term review for the Local Government Policy in Palestine. Consultation with authorities, key informants and civil society organisations.
November – December 2012	Denmark	Disabled Peoples Organisations Denmark. Marianne Frederiksen ( <a href="mailto:mf@handicap.dk">mf@handicap.dk</a> )	Consultant	Desk assessment of project applications from Danish development organisations (Uganda, Rwanda)
October 2012	Denmark	Danish Association of the Blind Lisbeth Rasmussen ( <a href="mailto:lil@dkblind.dk">lil@dkblind.dk</a> )	Consultant	Desk study and presentation of concept and dimensions of sustainability (social, economic, financial, institutional) to staff (internal meeting).
May 2012 – December 2012	Denmark/Vietnam	Danish Ministry of Foreign Affairs, Vanessa Saenz, <a href="mailto:vansae@um.dk">vansae@um.dk</a>	Team Leader (shared with LGDK).	Study visit to Denmark on Public Administration Reform and Decentralisation for 15 Vietnamese staff members and politicians, carried out in collaboration with the Local Government of Denmark (LGDK) (preparation, organisation, implementation and final report).
February – June 2012	Desk and Bolivia	Danish Ministry of Foreign Affairs, Grethe Dittmer <a href="mailto:Gredit@um.dk">Gredit@um.dk</a>	Team Leader	Capacity/institutional assessment of the Danish Association for Disabled People and appraisal of Programme for Persons with Disabilities in Latin America, including assessment of programme's compliance with the Danish Strategy to Support to Civil Society.
June 2012 – August 2012	Rwanda	Danish Association of the Blind, Line Lund ( <a href="mailto:lil@dkblind.dk">lil@dkblind.dk</a> )	Team Leader	Evaluation (relevance, efficiency, effectiveness, sustainability, outcome/impact) of support to the strengthening of Rwandan Union of the Blind. Focus on their advocacy strategies and activities on public policies.

February 2012 – December 2012	Central America (Guatemala, Honduras, Costa Rica)	Danish Ministry of Foreign Affairs Jens Peter Bendix Rasmussen <a href="mailto:jenras@um.dk">jenras@um.dk</a>	Team Leader	Preparation of Programme Completion Report for Environmental Programme Support to Central America (PREMACA), including support to environmental decentralization at municipal level and to the UICN (Unión Internacional para la Conservación de la Naturaleza) and the civil society fund for advocacy and research.
February 2012 – March 2012	Vietnam	Danish Ministry of Foreign Affairs, Vanessa Saenz <a href="mailto:vansae@um.dk">vansae@um.dk</a>	Team Leader	Preparation of Programme Completion Report for Good Governance and Public Administration Report (GOPA I), issues of political economy, including support to provincial authorities (two visits to Vietnam).
February 2012 – May 2012	Ghana	Danish Association of the Blind, Lisbeth Rasmussen,. <a href="mailto:lra@dkblind.dk">lra@dkblind.dk</a>	Team Leader	Review of the project strengthening of the disability movement in Ghana, including support to advocacy strategies to promote districts' support to persons with disabilities at local level.
January 2012 – February 2012	Uganda	Danish Ministry of Foreign Affairs. Sanne Frost Helt <a href="mailto:sanhel@um.dk">sanhel@um.dk</a>	Consultant	Review of Country Programme Progress, Uganda (desk)
December 2011 – February 2012	Vietnam	Danish Ministry of Foreign Affairs, Lis Rosenhom, <a href="mailto:lisros@um.dk">lisros@um.dk</a>	Consultant	Review of Country Programme Progress, Vietnam (desk) (good governance, judiciary sector, agriculture, water management, environment and political economy).
December 2011 – May 2012	Philippines and Georgia.	International Rehabilitation Council for Torture Victims, Peter Hellmers, <a href="mailto:ph@irct.org">ph@irct.org</a>	Team Leader	Evaluation of the EU-financed project FEAT – Use of Forensic Evidence in the fight Against Torture, Use of evaluation key issues for the assessment (including relevance, effectiveness, efficiency, sustainability, outcome and impact)
August 2011 – September 2012	Nicaragua.	NGO: Danish Association of the Physically Disabled (DHF),	Team Leader	Lessons learnt study on 20 years of support to Nicaragua. Focus on outcome and impact. Advocacy on public policies for education, transport, accessibility, health.
August – December 2011	Lebanon, Mexico, Cameroon	International Rehabilitation Council for Torture Victims, Peter Hellmers ( <a href="mailto:ph@irct.org">ph@irct.org</a> )	Team Leader	Mid-Term Evaluation of EU Non State Actors - project “Developing the capacity of IRCT member centres to deliver holistic torture rehabilitation services and advocacy” Use of evaluation guidelines (focus on relevance, effectiveness, efficiency, sustainability, outcome, impact).
June – July 2011.	Uganda	The Danish NGO ADRA and Danish Ministry of Foreign Affairs.	Team Leader	Review of Action for Social Change Programme in Uganda with focus on formal education, agriculture and health at district level, and on advocacy on public policies in these areas.



June – August 2011	Egypt	International Rehabilitation Council for Torture Victims. Contact: Peter Hellmers, <a href="mailto:ph@irct.org">ph@irct.org</a>	Team Leader.	Evaluation of Promotion of the prohibition of torture in modern Egyptian society through the strengthening the National Council for Human Rights and Civil Society Organizations (use of evaluation guidelines; focus on relevance, effectiveness, efficiency, sustainability, outcome, impact).
March 2011 – January 2012	Vietnam	Danish Embassy in Vietnam. Contact: Lis Rosenholm, <a href="mailto:lisros@um.dk">lisros@um.dk</a>	Consultant	Design and formulation of Good Governance and Public Administration Reform in Vietnam (particular emphasis on design and formulation of support to civil society regarding public participation and accountability on legislation and implementation of public policies through a “call for proposals mechanism” and to decentralisation). This assignment involved a total of three visits to Vietnam, as well as support to the Danish Embassy on other issues during a two-month period.
August – November 2010 (back-up during the period).	Botswana, Ghana, Kenya, Mali, Mozambique, Senegal, South Africa	Swedish International Development Cooperation Agency (SIDA).	Project Manager	Evaluation of the Afrobarometer project (Round 4, 2008-2010) The evaluation included a comprehensive desk review of information, a survey to main partners, field visits to seven Afrobarometer countries, debriefing in each country and draft reporting. Provided input to methodology and quality control to a team of five consultants.
September – December 2010	Central America	Danish Ministry of Foreign Affairs Contact: Søren Vøhtz, Ambassador <a href="mailto:sorvoh@um.dk">sorvoh@um.dk</a>	Team Leader	Final design and formulation of Democracy and Human Rights Programme in Central America (Pro-Democracia) and Input for preparation of the Programme & Partner Completion Reports for PRODER. Most partners are civil society organisations focused on advocacy on indigenous and women’s rights and on influencing public policies (pro-poor health, education, services).
August – September 2010	Nicaragua	Danish Ministry of Foreign Affairs, Søren Vøhtz. <a href="mailto:sorvoh@um.dk">sorvoh@um.dk</a>	Team Leader	Programme Completion Report for Programme for Democracy and Human Rights in Nicaragua.
May-July 2010	Central America	Danish Ministry of Foreign Affairs, Danida. Contact: <a href="mailto:helvad@um.dk">helvad@um.dk</a>	Team Leader	Technical review of civil society strengthening component in the regional environment programme in Central America (UICN-PREMACA). Field visits included focus on 12 civil society organisations in four countries on advocacy in relation to climate change, extractive industries, indigenous rights.

April 2010	Malawi	Danish NGO ADRA Christian Sørensen, <a href="mailto:chrsor@adra.dk">chrsor@adra.dk</a>	Consultant	Review of agricultural and civil society strengthening project in Malawi.
March-June 2010	Central America	Danida, contact <a href="mailto:helvad@um.dk">helvad@um.dk</a>	Team Leader	Identification, design & formulation of Democracy and Human Rights Programme in Central America (Pro-Democracia).
February 2010	Bolivia	Danida contact silke westphal: <a href="mailto:silkwe@um.dk">silkwe@um.dk</a>	Consultant and editor	Review of Environmental Sector Programme, Bolivia, (February 2010), consultant for Danida. Contact: S. Westphal, <a href="mailto:silkwe@um.dk">silkwe@um.dk</a> The review included focus on civil society networks' advocacy on regional and national level on issues such as climate changes, waste management, extractive industries, water resources, among others.
September 2009 – January 2010	Nicaragua and Denmark	Joel Nielsen, Team Leader Grontmij-Carl Bro, <a href="mailto:joel.nielsen@grontmij-carlbro.dk">joel.nielsen@grontmij-carlbro.dk</a>	Consultant	Thematic review of local governance & decentralisation of the Danish NGO MS, Consultant/responsible for Latin America.
August – September 2009	Ghana	Danish Association of Blind. Contact: Heidi Legene. <a href="mailto:hml@dkblind.dk">hml@dkblind.dk</a>	Team Leader	Review of project: “Strengthening the Disability Movement in Ghana through advocacy and organisational development”.
May-July 2009	Nicaragua	Danida, Jesper Andersen, <a href="mailto:JEANDE@UM.DK">JEANDE@UM.DK</a>	Team Leader	Design and formulation of Sector Programme for Education in Nicaragua.
May-August 2009	Central America	Danida, Lotte Mindedal, <a href="mailto:lotmin@um.dk">lotmin@um.dk</a>	Team Leader	Capacity assessment and appraisal of programme proposal of Danish environmental NGO Nepenthes in Central America.
March-April 2009	Malawi	Danish NGO Adra. Anja Larsen, <a href="mailto:ANJLAR@adra.dk">ANJLAR@adra.dk</a>	Consultant	Civil Society Analysis of Health Project in Malawi,
August 2008 and November 2008 – January 2009.	Bolivia	Danida (Danish Ministry of Foreign Affairs). Winnie Petersen, <a href="mailto:winpet@um.dk">winpet@um.dk</a>	Team Leader	Design and formulation of Access to Justice Programme in Bolivia,
October-December 2008	Bolivia	The Danish NGO Dialogos. Erik Jørs, <a href="mailto:erik.dialogos@gmail.com">erik.dialogos@gmail.com</a>	Team Leader	Evaluation of outcome from Danish NGO projects in Bolivia: Health, Organisation and Environment.
August-September 2008	Bolivia	Danida, John Nielsen, <a href="mailto:johnie@um.dk">johnie@um.dk</a>	editor	Review of Indigenous Peoples Programme in Bolivia,



May – December 2008 and January – May 2009	Global	Inwent-Germany (Secretariat for the Development Partners Working Group on Local Governance and Decentralisation). Backstopping for assignment for Inwent. Nina Helm, <a href="mailto:nina.helm@inwent.org">nina.helm@inwent.org</a>	Backstopping	Formulation of guiding principles for enhancing alignment and harmonisation on local governance and decentralisation. The assignment included study on key documents on decentralisation and of donor policies in the area of decentralisation.
April-June 2008	Nicaragua	Danish Ministry of Foreign Affairs Danida Jesper Andersen, <a href="mailto:JEANDE@UM.DK">JEANDE@UM.DK</a>	Team Leader	Design and formulation of Governance & Access to Justice Programme in Nicaragua, including support to civil society.
January-April 2008	Honduras & Nicaragua	Danida. Grethe Dittmer, <a href="mailto:GREDIT@um.dk">GREDIT@um.dk</a>	Team Leader	Review/impact analysis-cum-appraisal of Organisational Development Project for People with Disability, Honduras & Nicaragua,
November – December 2007.	Nicaragua	Danida, Jesper Andersen, <a href="mailto:JEANDE@UM.DK">JEANDE@UM.DK</a>	Team Leader	Review of Democracy and Human Rights Programme in Nicaragua.
January - April 2007	Central America and Ecuador	Danida, Lars Kjellberg, <a href="mailto:larkje@um.dk">larkje@um.dk</a>	Team Leader	Pre-appraisal of 3F project proposal for Central America and the Caribbean.
May-September 2007	Nicaragua	Danida & KfW. Kristian Edinger, <a href="mailto:KRIEDI@um.dk">KRIEDI@um.dk</a>	Consultant	Study of Harmonisation & Alignment: Decentralisation in Nicaragua.
August-September 2007	Central America	Ibis-Denmark. Klavs Wulff, <a href="mailto:kwulff@ibis.org.gt">kwulff@ibis.org.gt</a>	Team Leader	Evaluation of Ibis Thematic Programmes in Central America.
August – December 2006	Visits to Ghana, Bolivia, Ecuador and Peru.	Ibis-Denmark. Karen Andersen, <a href="mailto:KA@ibis.dk">KA@ibis.dk</a>	Team Leader	Review of the Thematic Programme approach in Ibis-Denmark. Analysis of questionnaires from all staff and main partners.
November 2006 – January 2007	Nicaragua	Ministry for Foreign Affairs in Finland. Maria Luisa Babini, <a href="mailto:lunamar@cablenet.com.ni">lunamar@cablenet.com.ni</a>	Project leader	Mid-term review of PROGESTIÓN – Municipal Management and Local Development Strengthening Programme in Nicaragua.
April – September 2006	Nicaragua and back-up from Denmark	Ministry of Foreign Affairs in Sweden, <i>Cecilia Bruhn</i> , <a href="mailto:Cecilia.bruhn@sida.se">Cecilia.bruhn@sida.se</a>	Project leader	Facilitation of the design and formulation of the fourth phase of the RAAN-Asdi-RAAS Programme at the Atlantic Coast in Nicaragua. The programme includes support to regional, municipal and community authorities, including specific support to the indigenous population and civil society organisation. The activities are aligned to regional and municipal priorities and will be co-financed with other donors
July – August 2006	Bolivia	HN Consultants for Danish NGO Ibis-Denmark. Martin Dickler, <a href="mailto:mdickler@ibisur.org">mdickler@ibisur.org</a>	Team Leader	Organisational Structure Review. Design of the Institutional Set-up for Ibis's Programmes in South America: Promotion of Indigenous People's Collective Rights in Peru, Ecuador and Bolivia. Team Leader

May – July 2006	Guatemala, El Salvador, Honduras, Nicaragua, Costa Rica, Panama.	IBF-Belgium for the European Union. <a href="mailto:Info@ibf.be">Info@ibf.be</a>	Consultant	Formulation of Project Support to the Consolidation of a Customs Union in Central America, including its impact on peasant organisations and trade unions. EU project cycle management and development procedures were used for design and formulation.
December 2003 – February 2006	Denmark	HN Consultants for Danida. John Nielsen, <a href="mailto:JOHNIE@um.dk">JOHNIE@um.dk</a>	Team Leader	Second and third assignment: Several countries: A desk review for each country supported by Danida is elaborated as a preparation for the Danish Ministry of Foreign Affairs' performance reviews of the countries
Several missions; both back-up and visits: January 2006 – April 2006. January 2005 – May 2005 and October 2004 – December 2004	Nicaragua, Honduras, El Salvador, Guatemala and Costa Rica	HN Consultants for Danida. Mike Speirs, <a href="mailto:MIKSPE@um.dk">MIKSPE@um.dk</a>	Quality assurance, project leader & consultant on decentralisation component.	Identification, design and formulation of the Regional Programme for Environment Support. Quality control for a team consisting of ten local consultants and two international consultants. Overall responsible for the final programme document and component descriptions to Danida. The team identified and formulated four components: i) Institutional support to the Central American Environment and Development Commission (CCAD); ii) Support to environmental research and advocacy organisations; iii) Support to decentralised environmental management in Honduras and Guatemala; iv) Support to eco-enterprises in sustainable management of natural resources and poverty reduction in Honduras and Guatemala (total programme budget: approximately 44 million Euros).
June – December 2005	Bolivia	HN Consultants for Danida. Mogens Pedersen, <a href="mailto:MOPEDE@um.dk">MOPEDE@um.dk</a>	Team Leader	Inception mission for Programme for Conflict Management, Anticorruption, Human Rights and Gender Equity. The mission established draft agreements with counterparts; reviewed key indicators with partners and discussed their plans for 2005 for four components co-financed with other donors: Conflict Management; Anticorruption; Human Rights and Gender Equity.
August – October 2005	Bolivia	HN Consultants for Danida. Grethe Dittmer, <a href="mailto:GREDIT@um.dk">GREDIT@um.dk</a>	Team Leader	Appraisal of proposal for NGO Caritas Support to Project “Los López, Bolivia”. The purpose of the appraisal was to provide Danida with an assessment of the feasibility and sustainability of the project proposal from Caritas on “Support to Los López: Development of the social and economic sustainable potential based on popular participation, Bolivia.”

February – April 2005	Backstopping from Denmark	HN Consultants for Danida. Orla Bakdal, <a href="mailto:ORLBAK@um.dk">ORLBAK@um.dk</a>	Backstopping from Denmark	February – April 2005: Final editing of Thematic Programme for Good Governance and Democratisation in Zambia. The task consisted in an adjustment of the programme document and four component descriptions: i) Fundamental Reforms ii) Transparent Management iii) Democratisation and Decentralisation iv) Access to Justice. The final editing incorporated recommendations from an appraisal carried out by the Danish Ministry of Foreign Affairs.
October 2004 – January 2005 and May – July 2004 (two assignments)	Central America and backstopping from Denmark	HN Consultants for Danida. Charlotte Slente, <a href="mailto:CHASLE@um.dk">CHASLE@um.dk</a> and Ketil Karlsen ( <a href="mailto:ketkar@um.dk">ketkar@um.dk</a> )	Project Leader (both assignments)	(i) Identification and (ii) formulation of Programme for Human Rights and Democracy in Central America. The tasks included the supervision of five international and local consultants' work with formulating a programme with main focus on anti-corruption and access to justice in Central America, in particular for women and indigenous people. Quality control in Central America and Denmark. HN Consultants for Danida.
August – November 2004 and January-February 2005	Bolivia	HN Consultants for Danida. Mogens Pedersen, <a href="mailto:MOPEDE@um.dk">MOPEDE@um.dk</a>	Team Leader	Formulation and final editing after appraisal of Programme for Conflict Management, Anticorruption, Human Rights and Gender Equity. Four components were formulated: i) Conflict Management, including support to Ministry of the Presidency, specialised foundations and civil society ii) Anti-corruption; including support to four key state institutions, among these the Auditor General. iii) Human Rights, including support to the Ombudsman's institutional plan, the National Electoral Council and human rights organisations iv) Gender Equity, including support to the vice-ministry for women's rights and civil society organisations. Approved in March 2005 with a budget of about 9 million USD.

October – December 2004	Bolivia	HN Consultants for Danida. Mogens Pedersen, <a href="mailto:MOPEDE@um.dk">MOPEDE@um.dk</a>	Team Leader	Identification of Support to the Decentralisation Process in Bolivia. Field visit to donors, national level authorities and selected municipalities in order to design a new programme for support to the decentralisation process. The mission outlined a possible programme for support to the Ministry of Popular Participation, for capacity building and investments for municipalities and for support to civil society organisations, including the so-called vigilance committee. Due to the lack of adequate national mechanisms for channelling donor funds to the municipalities, it was decided to postpone the programme formulation until a Constitutional Assembly has been held.
December 2003 – March 2004.	Guatemala, Bolivia, Ghana, South Africa, Namibia, Mozambique.	HN Consultants for Danish NGO Ibis. Karen Andersen, <a href="mailto:KA@ibis.dk">KA@ibis.dk</a>	Team Leader	Organisational Audit of the Danish NGO Ibis. The assignment included assessment of 1) potential and plans for the focus area “Education for Change” in the five regions where Ibis is working, including the support to civil society organisations 2) Status for the fundraising situation in all five regions 3) Organisational set-up of Ibis, in particular the relation between Ibis Head Office and the five main Ibis Regional Offices. 4) Regional perspective: revisiting the arguments for maintaining a regional perspective in all five regions vis-à-vis the selection of a few countries.
August – November 2003	Nicaragua	Ministry of Foreign Affairs, Finland. Maria Luisa Babini, <a href="mailto:lunamar@cablenet.com.ni">lunamar@cablenet.com.ni</a>	Team Leader	Support to the decentralisation process and municipal development in Nicaragua. Formulation of a municipal development programme (“Pro-Gestión”), which is implemented from 2004-2008 with support from the Finnish government. The task included the design of i) the support at the municipal level to strengthen capacity to provide services and strengthen their administrative and financial capacity ii) support to promote socio-economic development in the municipalities iii) support to promote citizen’s participation in local politics and iv) support the development of national decentralisation policies.

August – December 2003	Denmark	HN Consultants for Danida. <a href="mailto:JOHNIE@um.dk">JOHNIE@um.dk</a>	Team Leader	Danida Performance Review Preparation – several countries. First assignment: This task consisted in a desk-review of all relevant information related to the country programmes in Zambia, Nicaragua, Nepal and Tanzania. A desk note for each country was elaborated as a preparation for the Danish Ministry of Foreign Affairs’ performance reviews of these countries.
February – April 2003	Guatemala and Denmark	HN Consultants for Danida. Marianne Kress, <a href="mailto:MARKRE@um.dk">MARKRE@um.dk</a>	Team Leader	Thematic review of Danish NGOs with Framework Agreements with Danida. The Review focused on the Danish NGO Ibis and its follow-up on the capacity assessment carried out by Danida in 2000. Moreover, the Thematic Review included an assessment of the programme “local governance, decentralisation and community participation” carried out in Guatemala. The task included visits to a number of municipalities and civil society actors in Guatemala.
November 2002 – January 2003 and May-June 2003	Nicaragua	HN Consultants for Danida. Charlotte Slente, <a href="mailto:CHASLE@um.dk">CHASLE@um.dk</a>	Team Leader	Design and formulation of a Second Phase of the Support Programme for Decentralisation and Municipal Development. The objective of the consultancy was to consider options for future support to the formulation and implementation of a national strategy for decentralisation and local development; including the support to the possible creation of a national mechanism for transfer of funds to municipalities from central government and donor organisations. Moreover, the task included the design of the support at the municipal level to strengthen capacity to provide services, promote economic development and strengthen their administrative and financial capacity.
October – November 2002	Nicaragua	HN Consultants for Danida. John Nielsen, <a href="mailto:JOHNIE@um.dk">JOHNIE@um.dk</a>	Team Leader	Review of Programme for Decentralisation and Municipal Development in Nicaragua. The objective of the review was to assess progress in programme implementation; review progress made towards institutionalisation of the programme, and to assess the relevance and appropriateness of PRODEMU strategies and areas of intervention in light of progress in the decentralisation process in Nicaragua.

June – September 2002:	Mozambique	Danish Ministry of Foreign Affairs John Nielsen, <a href="mailto:Johnie@um.dk">Johnie@um.dk</a>	Consultant	Appraisal of Programme Support to Justice Sector in Mozambique. The task included the preparation of a Draft Programme Document for Danida assistance, including support to the Supreme Court, the Ministry of Justice; Training Centres in the justice sector, the Attorney General's Office in the country. Moreover, the design included support to civil society organisations which provide legal aid and participate in advocacy activities related to the law reform process in the country
May 2002	Denmark	HN Consultants for Danida. John Nielsen, <a href="mailto:JOHNIE@um.dk">JOHNIE@um.dk</a>	consultant	Desk Note for “Assessment of the reporting system for the management of Danish Development Aid”. The consultancy consisted in a comprehensive file research in the Ministry of Foreign Affairs as regards reporting made during 2001 for a sample of three sector programmes and more than twenty component - and subcomponent - descriptions with the purpose of reviewing their compliance with existing requirements.
January – April 2002	Central America (Honduras, El Salvador, Guatemala, Costa Rica, Nicaragua)	HN Consultants for Danida. Charlotte Slente, <a href="mailto:CHASLE@um.dk">CHASLE@um.dk</a>	Team Leader	Finalization of Component Strategies for PRODECA in Central America. The task included the final editing of three component strategies for the Danish Human Rights Programme for Central America (PRODECA) regarding Administration of Justice; Media and Freedom of Expression and Democracy and Good Governance. Moreover, a number of consultations with different stakeholders, including civil society organisations and public institutions, were carried out to discuss the strategies.
August-December 2001	Honduras, El Salvador, Nicaragua and Guatemala	HN Consultants for Danida. Charlotte Slente, <a href="mailto:CHASLE@um.dk">CHASLE@um.dk</a>	Team Leader	Development of Strategy for the component “Democratic Participation and Good Governance” for the Danish Human Rights Programme for Central America, PRODECA. The task included two visits to Central America, the coordination of four national studies in Honduras, El Salvador, Nicaragua and Guatemala on good governance issues and two cross-cutting studies on representative democracy and gender.



May-July 2001	Washington and Denmark	Hansen Consult for World Bank. Maria Gonzalez, <a href="mailto:Mgonzalezasis@worldbank.org">Mgonzalezasis@worldbank.org</a>	Project responsible	Consultancy for support to anti-corruption courses and courses on judicial reform for official and civil society stakeholders in Asia and Latin America. The task included administrative support regarding Organization of the Anti-corruption Core Course; coordinating with speakers, facilitators and consultants; Researching and helping in the organization of the Judicial Learning Program; and Researching and helping in the organization of the Municipal core course for Latin America. The tasks were carried out by a Costa Rican consultant in close coordination with Finn Hansen.
April-May 2001	Denmark (desk study)	HN Consultants for Danida. Mogens Blom, <a href="mailto:MOGBLO@um.dk">MOGBLO@um.dk</a>	Report editor	Component Description: Support to Civil Society in Bolivia. Desk-task. A draft component elaborated by local consultants was updated and additional information from the Danish Embassy in Bolivia, the Ministry of Foreign Affairs and civil society organisations was incorporated. The component description takes into account the recent Danida Strategy for Support to Civil Society, with special emphasis on support to indigenous people's organisations.
March-April 2001	Nicaragua	HN Consultants for Danida. John Nielsen, <a href="mailto:JOHNIE@um.dk">JOHNIE@um.dk</a>	Team Leader	Joint Review, Programme for Decentralisation and Municipal Development, Nicaragua. The objective of the assignment was to assess the suitability of the framework for the Danida support to Decentralisation and Municipal Development in Nicaragua and the progress achieved in implementation, encompassing the national, regional and municipal levels.
February-March 2001	Bolivia	HN Consultants for Danida. Jørgen Karlsen, <a href="mailto:JORKAR@um.dk">JORKAR@um.dk</a>	Team Leader	Support to Rural Enterprises (PAER). The objective was to pre-appraise and assess the geographical coverage, objectives, results and activities of one of the components (PAER) of the Danish Support to the Agricultural Sector in Bolivia, which included credit, training and technical assistance to small rural enterprises in four departments in Bolivia. The consultant was responsible for institutional aspects and for the work of a local consultant on agricultural issues and a trainee (gender issues).

December 2000 - January, 2001	Bolivia and Denmark	HN Consultants for Danida. Mogens Blom, <a href="mailto:MOGBLO@um.dk">MOGBLO@um.dk</a>	Report Editor	Support to municipalities in Chuquisaca and Potosí, Bolivia. Desk-task aimed at incorporating all findings from a Review-cum-Appraisal mission, together with comments from the Ministry of Foreign Affairs and the Danish Embassy in Bolivia in a final component description in English and Spanish for support to the municipalities in the departments prioritised in Bolivia.
August - October 2000	Bolivia	Hansen Consult for Danida. Mogens Blom, <a href="mailto:MOGBLO@um.dk">MOGBLO@um.dk</a>	Team Leader	Support to Municipalities and Indigenous People. This task included Formulation and pre-appraisal of the continuation of the Sector Programme Support to Municipalities in Potosí and Chuquisaca within the framework of the decentralisation process in Bolivia; including support to infrastructure projects and institutional strengthening (particular on planning processes). Moreover, the consultancy included institutional assessment of thirteen municipalities' administrative and professional capacity, and their capacity to involve local.
May - July 2000	Nicaragua	Hansen Consult for Danida. Sus Elbæk, <a href="mailto:SUSELB@um.dk">SUSELB@um.dk</a>	Team Leader	Design and formulation of a Danish Human Rights and Democracy Programme. Nicaragua. The consultancy included formulation of objectives, strategy and definition of potential counterparts among state institutions, semi-independent state institutions and civil society organisations. The formulation also included institutional assessments of a number of possible counterparts among civil society organisations.
February 2000 - March 2000	Guatemala	Hansen Consult for Ibis. Karen Andersen, <a href="mailto:KA@ibis.dk">KA@ibis.dk</a>	Consultant	Evaluation of the Civil Society Assembly. Evaluation of the advocacy project regarding support to the Civil Society Assembly. The evaluation included an assessment of the Civil Society Assembly's contribution to an effective monitoring of the implementation of the Peace Accords in Guatemala. The evaluation was based on self assessments from representatives of the Civil Society Assembly and from a number of key informants

November - December 1999	Bolivia	Hansen Consult for Danida. Jørgen Karlsen <a href="mailto:JORKAR@um.dk">JORKAR@um.dk</a>	Consultant and Editor	Inception mission. Technical support to define the Institutional and Operational organisation of Programme for Sector Support to Agriculture and Rural Development. The task included consultations with relevant stakeholders for the Danida sector programme on Agriculture and Rural Development in order to establish consultative councils for the programme at the national, regional and local level, and define Terms of References for these councils.
October - November 1999 / December 1999 - January 2000 / March – May 2000	Denmark	Ministry of Foreign Affairs (NGO section). Mogens Blom, <a href="mailto:MOGBLO@um.dk">MOGBLO@um.dk</a>	Short-term Technical Adviser	Technical Adviser in NGO section, preparing formulation of Terms of Reference, follow-up and preparation of Capacity Assessments of Danish NGOs and for Pre-appraisals of project proposals from Danish NGOs to the Ministry of Foreign Affairs in Denmark.
July - September 1999	Guatemala	Hansen Consult for Danida. Mogens Blom, <a href="mailto:MOGBLO@um.dk">MOGBLO@um.dk</a>	Consultant editor	Review of Danish transitional assistance to Guatemala. Review of United Nations component, NGO component and PRODECA-TA (Danida transitional assistance). During the mission, a comprehensive framework was elaborated for the assessment of the programme components for the promotion of human rights and democracy in Guatemala. Review of objectives and strategy.
December 1998 - June 1999	Nicaragua and Denmark	Centre for Development Research, Denmark. Steen Folke, <a href="mailto:SFO@diis.dk">SFO@diis.dk</a>	Research-fellow/coordinator	In charge of in-depth study in Nicaragua: "Capacity building within the framework of partnership", which forms part of the Danish NGO impact study involving all Danish NGOs with activities in Bangladesh, Tanzania and Nicaragua. The research developed a "Rapid Assessment of Organisational and Institutional Change" regarding effect and impact of capacity building. The research had emphasis on self assessment, including the assessment by beneficiaries, focus groups, project staff and counterpart organisations.
November - December 1998	El Salvador	Danish NGO Mellempfolkeligt Samvirke. (contact no longer available).	Short-term adviser.	Fund Raising Strategy for NGO. Support for the formulation of a fund-raising strategy for the Salvadoran NGO "FUCAD" (Central American Foundation for Sustainable Human Development).

September – October 1998	Bolivia	Nielsen Consult for Danida. Ole Frank Nielsen, <a href="mailto:olefrank@hn-consultants.net">olefrank@hn-consultants.net</a>	Team member on institutional analysis.	Pre-appraisal of health project proposals from the Danish NGO “Dialogos”. Bolivia. Danida. Chuquisaca and La Paz Regions. The pre-appraisal included a review of a first phase of the project based on selected beneficiary and focus group assessments and pre-appraisal of two project proposals on health.
August – September 1998	Denmark	Aalborg University. Steen Fryba Christensen, <a href="mailto:sfc@hum.aau.dk">sfc@hum.aau.dk</a>	Short-term research fellow	Fact finding: Mapping of Danish private and public institutions with activities in Latin America based on interviews, networking and internet research.
May – July 1998	Nicaragua	Hansen Consult for Danida. John Nielsen, <a href="mailto:johnie@um.dk">johnie@um.dk</a>	Team Leader	Appraisal and follow-up mission on decentralisation and municipal development in Nicaragua. Drafting of component document for national component regarding support to the association of municipalities and to different advocacy activities for financial and political decentralisation.
May – July 1998	Bolivia	Hansen Consult for Danida. John Nielsen, <a href="mailto:johnie@um.dk">johnie@um.dk</a>	Team Leader.	Appraisal mission on support to decentralisation and community development in Chuquisaca within the process of the decentralisation process in Bolivia. The support includes financing of infrastructure projects at the municipal level and institutional strengthening of the municipalities. Institutional assessment of six municipalities' professional and administrative capacity, including their capacity to stimulate participatory planning processes.
February – April 1998	Nicaragua	Danish Ministry of Foreign Affairs John Nielsen, <a href="mailto:JOHNIE@UM.DK">JOHNIE@UM.DK</a>	Team Leader	Fact finding mission on decentralisation and municipal development in Region I and the Atlantic Coast of Nicaragua. Institutional assessment of six municipalities' professional and administrative capacity, including their capacity to stimulate participatory planning processes. Drafting of component document.
November - December 1997	Honduras	Danish Ministry of Foreign Affairs (contact not available any longer).	Consultant	Institutional Analysis of NGOs. Institutional analysis for PRODECA-Danida on capacity of three Honduran NGOs. Observer at Honduran elections for the Danish Embassy in Central America.
May 1997 (Special leave from UNDP)	Central America (Honduras, Guatemala, El Salvador, Nicaragua, Costa Rica)	Nordic Consulting Group for Danida. Anne-Lise Clausen, <a href="mailto:ncg@ncg.dk">ncg@ncg.dk</a>	Consultant	Appraisal mission of the Danish Human Rights Programme for Central America, Danida. 1998-2002 (PRODECA III). In charge of elaborating draft on socio-economic development in Central America, including the role of civil society, and draft on project assessments

November 1995 – December 1997	Costa Rica	United Nations Development Programme. Orla Bakdal, <a href="mailto:ORLBAK@um.dk">ORLBAK@um.dk</a>	Junior Professional Officer	United Nations Development Programme in Costa Rica. In charge of projects on "good governance", state reform and decentralisation and follow-up activities related to the coordination of the UN System and the National Sustainable Human Development Report "The State of the Nation".
March 1995 – October 1995	Central America	Danish NGO Ibis. Karen Andersen, <a href="mailto:ka@ibis.dk">ka@ibis.dk</a>	Consultant	Ibis-Denmark in Nicaragua. Study on decentralisation and local organisations in Central America. Advocacy strategy for several Central American organisations, updating of study on trade and cooperation between Europe and Central America for the <i>Coordinadora Regional de Investigaciones Económicas y Sociales</i> (CRIES) - a research institute covering Central America and the Caribbean
March 1994 – March 1995	Nicaragua/ Central America	Danish NGO Ibis. Karen Andersen, <a href="mailto:ka@ibis.dk">ka@ibis.dk</a>	Development worker/cooperante	Technical assistant on European and Central American relations (including an English language bulletin on advocacy issues) at the regional office of the Association of Central American Peasant Organisations for Cooperation and Development (ASOCODE) with members in Guatemala, El Salvador, Belize, Honduras, Nicaragua, Costa Rica and Panama.
January 1992 - March 1994	Nicaragua/ Central America	Danish NGO Ibis. Karen Andersen, <a href="mailto:ka@ibis.dk">ka@ibis.dk</a>	Research fellow/Development worker	Research fellow at CRIES, dealing with issues relating to European and Central American relations, including research on the impact of the international coffee crisis on small and medium farmers. The research was discussed with Central American peasant organisations and served as an input for developing alternative proposals.