

## CV FOR VAGN BERTHELSEN

Name of Staff	Vagn Berthelsen
Date of birth:	4-5-1952
Nationality:	Danish
Country of permanent residence:	Denmark

### Key Qualifications

Vagn Berthelsen has worked for more than 40 years with development. As a practitioner at grass root level, a senior manager / CEO for close to 30 years, a debater and writer, an organizer and facilitator and as an advocate for poor countries and poor people with a focus on structural causes to poverty. He has an exceptional overview of and insight in development debates over the last four decades.

Vagn is well versed with development methodology and has written and/or monitored country strategies and program documents for a diverse range of countries.

He has been part of defining a number of overall strategies and policies linked to development policy in general and CSO policy in particular, both in Denmark and internationally. He has been centrally positioned in a number of processes which has led to the formulation of development policy.

Having been the General Secretary of Oxfam Denmark (IBIS) for 21 years, he has worked with all aspects of management, including organizational development, human resource development, policy and strategy development, advocacy and campaigning at international level and networking with all relevant stakeholders.

Vagn has worked with shrinking space / an enabling environment both hands on as General Secretary with specific country challenges, as a chair for the NGO Forum in Denmark, as chair for Alliance 2015 and as a member of Oxfam International's Board of Directors. He has been actively engaged in the aid effectiveness debate at the international level.

Vagn has worked with or in the following countries: Angola, Namibia, South Africa, Lesotho, Botswana, Mozambique, Ghana, Sierra Leone, Liberia, Togo, Burkina Faso, Kenya, Tanzania, Uganda, South Sudan, Ecuador, Peru, Bolivia, Guatemala, Nicaragua, Honduras, El Salvador, India, Sri Lanka, Nepal.

**Employment Record** *(starting with present position)*

Dates of employment	Name of employing organization	Positions held
June 2017	Self-employed	Consultant
1996-2017	Oxfam IBIS	Secretary General
1992-1996	MS ActionAid	Director Communication
1988-1992	MS ActionAid	Country Director Zimbabwe
1985-1988	MS ActionAid	Head of Project Section
1983-1985	Ministry of Labor	Civil servant
1980-1982	MS ActionAid	Teacher, Secondary School Kenya
1977-1980	MS ActionAid	Project Officer

**Education** *(indicate college/ university and other specialized education)*

1. Names of institutions	2. Degree obtained	3. Dates of obtainment
University of Copenhagen	Master of Law	1977
Kjaer & Kjerulf	Branding and Communication	1986
DJØF	Organization and Change processes	1995
DISPUK	Leadership and Organization	2004-06
CASA	Organization and Management	2013

**Languages** *(indicate proficiency: good, fair, or poor in speaking, reading, and writing)*

Language	Speaking	Reading	Writing
Danish	1	1	1
English	2	2	2

**Professional experience** *(indicate the following information for those assignments that best illustrate staff capability to handle the tasks of this assignment. Add number of assignments as applicable)*

Name of assignment	Review of Danish Disabled People's Organizations (DPOD)
Year	2018
Location	Denmark
Client	DANIDA
Main project features	Review of all aspects of DPOD's international work including the ToC, partner-strategy and policy work
Position held	Team member
Activities performed	Desk study and interviews

Name of assignment	Review of ActionAid International's Multi-Country Campaigns
Year	2017-2018
Location	Desk study
Client	ActionAid International
Main project features	A meta study of results and experiences from three multi-country campaigns (Tax Justice, Safe Cities, Land) covering 20-30 countries

	and including results, participatory methodologies applied and the integration of campaign – and development work
Position held	Team leader
Activities performed	Desk study and interviews

Name of assignment	Oxfam International learning process (merger)
Year	2017
Location	Desk study
Client	Oxfam International
Main project features	Interviewed Oxfam leaders (CEOs / Chair / OI senior management team, country director, key resource persons) and senior staff about a merger process between OI and GOAL The study was conducted for a lessons learnt purpose. Studied relevant papers and ‘special issues’ inc Turkey Syria operations which presented a major obstacle because of different policies, partners and approaches.
Position held	Sole consultant
Activities performed	Desk study and interviews

Name of assignment	Secretary General of Oxfam IBIS
Year	1996 - 2017
Location	Denmark
Client	The Board of Oxfam IBIS
Main project features	All aspects of leading and managing an INGO with activities in Africa and Latin America: Strategic planning, organizational development, policy- and development debate, civil society, design of country programs, human resource development.
Position held	Secretary General
Activities performed	Selected activities below

2013 - 2016	Engaging and merging with Oxfam International
	Initiated the dialogue and planned the process with the chair and senior management in IBIS before involving the full Board, HQ staff and Country Office staff. The discussions involved all aspects of IBIS’ ‘raison d’etre’ – vision, mission, strategy and analysis of the outlook for CSOs, country and regional perspectives as well as financial and personnel consequences.
	Planned, managed, monitored and was ‘hands on’ engaged in all aspects of the merger. It involved defining new countries strategies for 9 countries and 3 regions, negotiations with donors (DANIDA, SIDA, DfID, EU +) about competition and continuation of programs, human resource issues as positions were redefined, salary scales harmonized, staff made redundant as well as reorganizing the Head Office of IBIS to fit the new context.

2000 - 2012	Building a program in West Africa
	Initiated the analysis of IBIS' future geographical engagement in Africa, focusing on the Horn of Africa and West Africa and choosing the latter. Started by designing a program in Ghana and got funding from EU to expand into Sierra Leone and later Liberia. Francophone WA was planned for later and a program in Burkina Faso had started when the Oxfam process started. In this period country strategies were developed and approved by the Board, staff employed, and funds raised.
1998 - 2004	Phasing out in South Africa
	IBIS (former World University Service) started as an anti-apartheid organization with support to ANC and SWAPO. After RSA and Namibia became independent the partner choice became a key issue as key former partners were now government. Continued support was important, but it was equally important to build a different relationship, work more with civil society organizations and look ahead as especially RSA is a rich country where aid is a tiny element.
2003 - 2010	Aid Effectiveness agenda
	IBIS took the lead in Denmark on the Paris Declaration follow up as the CSO engagement had been almost nil. Further IBIS used an international meeting to build an international CSO alliance to ensure that the Accra Summit would have a substantial CSO input. Through our Ghana office we further initiated that Ghanaian civil society organized a parallel meeting. The Accra Summit paved the way for Busan and for the Istanbul principles which were later defined.
2011 - 2017	Private sector engagement in Bolivia
	Presented my thoughts about private sector – NGO cooperation at DANIDA seminar for Danish companies and got in contact with Claus Meyer (chef and entrepreneur, co-founder of NOMA). Claus' foundation (Melting Pot) and IBIS started a high-end restaurant (GUSTU) and food school in la Paz to train youth, create jobs, build a different food culture based on local products grown by indigenous farmers. IBIS' engagement ended after five years in 2017. Staff from the restaurant/food school and Claus Meyer was in 2018 invited by the Pope to Rome because of the achievements and social aspects of this enterprise.
2010 - 2014	DANIDA Board member
	As an advisor body to the Minister the Board discusses and makes recommendations on overall policy and strategy decisions. In the period major discussions were around the SDG agenda, private

	sector engagement, migration, combatting terrorism and climate. DANIDA country strategies and budgets were discussed as were DANIDA's support to multilateral organizations
2010-2014	Chairman for the Danish NGO Forum
	<p>The new strategy for support to civil society in developing countries was a major effort in this period. The result was positive from a CSO perspective which was not a given since there was a strong push against aid in general and for the market to take over. Ensuring a 'harmonized' CSO engagement was a difficult but important element as CSOs are very diverse.</p> <p>Danish CSOs were organized in three umbrella organizations – the NGO Forum, Concord (EU focus) and the 92-group (environment and climate) with considerable overlap in mandates and participation. I led a process to join the three groups and succeeded in joining the NGO Forum and Concord ('Globalt Fokus' now) while the 92-group stayed outside because of resistance from the green organizations with a primarily Danish mandate.</p>
2006 -2010	Chairman for Alliance 2015
	<p>As one of the founders of Alliance 2015 (IBIS with Welthungerhilfe, HIVOS and Concern) I played a central role in expanding the Alliance. PIN (Czech Republic), CESVI (Italy) and ACTED (France) were included in the period. Further I made a special effort to align and make operations in West Africa more effective and succeeded to a point. Operations in Liberia was a successful case as Welthungerhilfe brought the 'hard ware' (repairing infrastructure) and IBIS the software (teacher training, parent teacher associations etc). In the end I initiated the talks with Oxfam as the diversity between the organizations was too big to make it fully effective.</p> <p>Alliance2015 made successful advocacy towards the European Parliament with a focus on EU's support to the social sectors. I made presentations to the EU development committee twice.</p>