

CURRICULUM VITAE

1. **Family name:** Jallo
2. **First names:** Birgitte
3. **Date of birth:** 02 November 1956
4. **Nationality:** Danish
5. **Civil status:** Married, 2 children (1992 / 1995)



6. Education:

Institution:	Roskilde University Centre, Denmark
Date:	June 1983
Degree(s) or Diploma(s)	Cand Comm Communication Studies; Strategic Communication Planning; radio and documentary film production (equals MA)

Institution:	Copenhagen University, Denmark
Date:	June 1978
Degree(s) or Diploma(s)	BA Danish Literature and Culture; Civil Society, Civic movements

7. Language skills: (mother tongue or 1 - 5 for competence, 1 being excellent)

Language	Reading	Speaking	Writing
English	1	1	1
French	1	2	3
Portuguese	1	2	3
Spanish	2	3	4
German	1	1	2
Danish (mother tongue)	1	1	1

8. Membership of professional bodies:

- * Danish Association of Communication Research (since 1984 – Board member 1994-1998)
- * International Association of Mass Communication Research (IAMCR) (since 1984 -)
- * Danish Association for International Cooperation (MS) (1986 – board 1995-1996)
- * Action Aid Denmark (council member 2011-)
- * Danish Society for Int'l Development, Danish Association for Engineers (IDA) (since 2007 -)
- * Magisterforeningen (trade union – since 1983 -)
- * World Association of Community Radio (AMARC) (since 1983 -);
- * PANOS London – Chair of the board (Board member since 1998 – Chair of board 2007 - 2013)
- * Women's Institute for Freedom of the Press. Researcher 1982-1983. Associate since 1982.
- * Communication Initiative Associate (since 2008 -)
- * Communication for Social Change Practitioner Network, invited member (since 2005 -)
- * Member, expert group on development of Wiki for M&E in Comm. for Development (2007 -)
- * FAO expert panel on Communication for Development in rural development (2011 -)
- * Community Media Forum Europe (CFME) Expert Group – invited member (2013 -)

9. Other skills: Computer literate: Word, PowerPoint; Excel.

Use of web-based tools and social media for training, learning, networking.

Adult education diploma. Radio production, documentary film production.

Facilitation of project planning and management, including advanced use of RBM and LFA tools.

10. Present position: Executive Director, Senior Development and Communication Specialist, working out of own company: **EMPOWERHOUSE**.

11. Years within the firms: EMPOWERHOUSE since October 2011, independent consultant since October 2004.

12. Key qualifications:

25 years of experience in the area of **media development, communication for development & empowerment, press freedom and gender**. Broad experience in **analysing communication needs**, developing and **formulating communication strategies** and development of programmes in close co-operation with target groups and other stakeholders. **Since 1980 worked with community radio for development, empowerment and social change**.

Good combination of thorough experience with **overall research and strategic planning**, and hands-on **facilitation of participatory processes** at grass roots level. **Design of sustainability strategies**, including focus on community ownership, community research **for impact assessment**, and **partnership strategies**. **Effective trainer and workshop facilitator**, focusing on participation & engagement, impact & change. **Media mapping** and elaboration, **analysis and presentation of media landscapes** accompanied by clearly presented recommendations and **best way forward**, has been an **integral part of numerous assignments** in more than 60 countries over the years.

Experience working at international, regional, national and local level, especially in Sub-saharan Africa, Asia, the Middle East and Europe, across a **variety of different organizations, cultures and disciplines** (media development, community development, women & gender, post-conflict transition of media policy & practice, training & education, human rights, health, HIV AIDS, disability, child rights). Adviser to national and regional community radio networks; on boards and juries.

Proven ability to design and manage projects and deliver to tight deadlines, from programme planning, over implementation, monitoring and evaluation, and on to management, leadership, coaching and training.

Increasingly high-level work with RBM, M&E, Impact assessments and elaboration of strategic organisational M&E systems and tools. Work in extension of more than 25 evaluations carried out – most of these as **team leader**. Has been evaluated 7 times.

Documenting experience in articles, presentations, documentary films. **Fluent in English, Portuguese, French, German and Danish**, able to work in Spanish, Swedish, Norwegian.

Field work conducted in more than **60 different countries** and within **more than 250 development projects and programmes**. Work experience from: Angola, Argentina, Australia, Azerbaijan, Belarus, Belgium, Botswana, Burkina Faso, Burundi, Canada, Chad, Denmark, Democratic Republic of Congo, Egypt, Estonia, Ethiopia, Finland, France, Germany, Ghana, Holland, India, Italy, Jordan, Kaliningrad, Kazakhstan, Kenya, Kyrgyz Republic, Lao PDR, Latvia, Lesotho, Lithuania, Madagascar, Malawi, Mali, Mozambique, Namibia, Nepal, Nicaragua, Niger, Nigeria, Norway, Pakistan, Palestine, Philippines, Poland, Russia, Rwanda, Senegal, Slovenia, South Africa, Spain, Sudan, Swaziland, Sweden, Switzerland, Tanzania, Thailand, Uganda, UK, Ukraine, USA, Vietnam, Yemen, Zambia and Zimbabwe.

13. International experience:

Country	Date: from (month/year) to (month/year)
USA (exchange student)	08/1974 - 06/1975
USA (internship research institution, think tank)	09/1982 – 02/1983
Switzerland (worked in ILO, lived in France)	04/1988 – 07/1992
France (worked in Switzerland, lived in France)	04/1988 – 07/1992
Mozambique (CTA UNESCO Media project)	09/1998 – 10/2004
Africa, Asia, Central Asia, Middle East, Europe	2-5 week work periods in countries listed above

14. Professional Experience Record:

Date:	2013 December – 2014 February (29 days)
Location:	Lao PDR and home-based
Company:	UNDP
Position:	Community Radio and Civil Society Expert
Description:	Review Lao PDRs civil society, community communication programme, carry out impact assessment of community radios and develop concept note for new phase

Date:	2013, November-December (20 days)
Location:	Yemen and home-based
Company:	GIZ
Position:	Senior Freedom of Expression, Strategic Communication and Training specialist
Description:	Develop manual, workshop and coach Civil Society Organisations on Strategic Campaign and Communication Planning.

Date:	2013, August - November (20 days)
Location:	Harare and home-based
Company:	Fojo
Position:	Senior media development specialist
Description:	Develop Knowledge Management Information System framework for Swedish Media Development Support in Zimbabwe, Strategic Planning, RBM advice.

Date:	2013, September - November (28 days)
Location:	Vietnam and home-based
Company:	Danida
Position:	Senior media development specialist
Description:	Midterm-review of Journalism training programme to local TV stations in Vietnam.

Date:	2013, August-December (21 days)
Location:	Nigeria and home-based
Company:	GIZ
Position:	Senior strategic development and corporate identity specialist
Description:	Advise and support ECOWAS management in the mapping of the status of ECOWAS corporate identity and support in formulating a way forward for a strong corporate identity, culture and brand/image.

Date:	2013, August - October (29 days)
Location:	Zambia, Malawi, Zimbabwe, Swaziland, Namibia and home-based
Company:	Danida
Position:	Senior international media development and press freedom specialist
Description:	Appraisal mission to selected countries in Southern Africa for the upcoming, proposed programme document for support by Nordic Donors to the regional secretariat of MISA, Media Institute of Southern Africa.

Date:	2013, June (28 days)
Location:	Niger and home-based
Company:	Danida
Position:	Senior media development and governance specialist
Description:	Design media component in Democratic Governance Programme between the Danish Embassy in Niger and the Niger Government

Date:	2013, May (10 days)
Location:	Australia
Company:	MEDIA CONSULTA, Berlin, for GIZ and EITI
Position:	Strategic Communication Expert and trainer
Description:	Revise materials and carry out training of national experts on how to develop and implement a communication strategy for the Extractive Industries Transparency Initiative

Date:	2013, April (7 days)
Location:	Germany
Company:	MEDIA CONSULTA, Berlin, for GIZ and EITI
Position:	Strategic Communication Expert, Communication for Development Expert
Description:	Prepare and carry out training of national experts on how to develop and implement a communication strategy for the Extractive Industries Transparency Initiative

Date:	2013, April-May (five weeks)
Location:	Mozambique and home-based
Company:	IREX-Media Strengthening Project
Position:	Community media expert
Description:	Development of Assessment, Community Radio Strategy, Implementation plan and Sustainability Guide for major USAid Media Strengthening Programme in Moz.

Date:	2013, February – March (two weeks full time)
Location:	Zimbabwe and home-based
Company:	Fojo
Position:	Results-based Management training of Fojo media partners in Zimbabwe
Description:	Develop training course to match Fojo-partner level of insight into RBM & LFA, plan, manage and carry out course as trainer. Follow-up on revisions by mail.

Date:	2013, February – April (part time)
Location:	Home-based
Company:	MEDIA CONSULTA
Position:	Strategic Communication Expert, Communication for Development Expert
Description:	Development of Guideline for strategic communication within Extractive Industries Transparency Initiative and training materials based on guide

Date:	2012, September 2012 to January 2013 (part time)
Location:	India
Company:	Options as part of a Care-led consortium with Dfid funding
Position:	Community media specialist
Description:	Support to health programme Community Radio policy/ strategy development

Date:	2012, October – December
Location:	Zimbabwe
Company:	Royal Norwegian Embassy in Harare, Zimbabwe
Position:	Team leader, senior evaluation specialist
Description:	Review of support to IMS management of Norwegian support to the independent media in Zimbabwe 2010-2012.

Date:	2012, September-December
Location:	Home-based
Company:	EMPOWERHOUSE (http://empowerhouse.dk/training/)
Position:	Training manager, marketing, fundraising, producer and trainer
Description:	Online training: “How to turn voices into community radio?”

Date:	2012- 2014 (part time – 20 days per year for three years)
Location:	Zimbabwe
Company:	Fojo, on behalf of the Swedish Embassy
Position:	Community media specialist
Description:	Management of the Swedish Media Development Support to Zimbabwe

Date:	2012, May-June (part time)
Location:	Democratic Republic of Congo and Burundi
Company:	ADRA Denmark
Position:	Senior Communication for development (C4D) and evaluation specialist
Description:	Midterm review of C4D project using radio to curb violence against women

Date:	2012, March-July (part time)
Location:	Uganda and home-based
Company:	Triple Line in Consortium with Crown Agents. Dfid funded
Position:	Senior Knowledge Management and Communication Specialist
Description:	Design of Knowledge Management Systems, Communication & Outreach Strategies at inception of 5-year ‘Health Sector Accountability Project’

Date:	2011-2012, December – February and an April seminar input
Location	Burundi (work stays in Burundi in December and again January-February)
Company	ADRA Denmark
Position	Senior Development and Communication Specialist
Description	Support ADRA Burundi design, implement an overall partnership, communication, and sustainability strategy, assist projects design exit and sustainability strategies

Date:	2011, October-November
Location	Mozambique
Company	Equal Access
Position	Senior Technical Adviser, Communication Specialist
Description	Finalise programme formulation for USAid supported Media Assistance Programme in Mozambique to strengthen independent media begun in January.

Date:	2011, September-October
Location	Burundi
Company	ADRA Denmark
Position	Evaluator
Description	Evaluation: Breaking the silence. Children engage in dialogue on HIV/AIDS through radio

Date:	2011, September
Location	Egypt – deskbased
Company	Media Diversity Institute, London
Position	International consultant
Description	Finalisation of project result framework and elaboration of LFA

Date:	2011, August – September
Location	Libya – deskbased
Company	IMS – International Media Support
Position	International Media Development Expert
Description	Elaboration of Project Document for Media Development Programme in Libya

Date:	2011, January – September
Location	Ethiopia, Rwanda and Ghana (several high-level missions)
Company	UNECA (Economic Commission for Africa)
Position	International consultant leading transition of telecentres to innovation centres
Description	Establishment and strengthening of stakeholder fora, assist in strategic planning in centres, training and coaching to facilitate effective transition process.

Date:	2011, January - March
Location	Mozambique
Company	Equal Access
Position	Senior technical Advisor
Description	Lead the programme formulation for USAid supported Media Assistance Programme in Mozambique to strengthen independent media.

Date:	2010, November-December
Location	Home-based
Company	UNDP, Oslo Governance Centre
Position	International consultant
Description	Support to finalisation of policy note on Communication for Empowerment

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Date:	2010, November-December
Location	Sudan, Home-based
Company	International Media Support
Position	Evaluation methodology expert: Sudan Media & Elections, Media Monitoring
Description	Elaborate effective evaluation methodology and tools, statistics, reporting.
Date:	2010, October-November
Location	Argentina: La Plata, Buenos Aires
Company	AMARC – international community radio association, CAMECO
Position	M&E Specialist, Wiki designer, Network facilitator
Description	Conduct 3 roundtables, panel discussions on CR M&E, CR Wiki, CR networks.
Date:	2010, October
Location	Russia, St. Petersburg
Company	Moscow Helsinki Group, Russia
Position	RBM / LFA trainer
Description	Conduct LFA workshop to feed into the project formulation on human rights.
Date:	2010, September-October
Location	Belarus, Lithuania, Ukraine, Azerbaijan
Company	Danida – for “Media and Democracy Programme: Central, Eastern Europe,Caucasus”
Position	Media Expert
Description	Take part in Danida-led review mission of IMS ENR programme
Date:	2010, September-December
Location	Global – home-based
Company	Danida
Position	Team leader – senior media expert witin strategy on Democracy, Human Rights
Description	Author ‘How To Note’ on Freedom of Expression and IndependentMedia.
Date:	2010, June-August
Location	Vietnam – Hanoi, Than Hoa, Nge An, Son La, Lao Cai, Dak Lak, Ho Chi Minh
Company	Danida
Position	Team leader, Training Needs Analysis for Local TV training tender
Description	Carry out training needs analysis in five local TV stations. Map media context.
Date:	2010, May
Location	Russia, St. Petersburg
Company	Forum for Living History, Sweden
Position	RBM / LFA trainer on a Human Rights Programme
Description	Prepare and conduct an LFA workshop to feed into the project formulation
Date:	2010, March-April
Location	Home-based
Company	AMARC International, Canada
Position	Researcher, planner for AMARC conference in Argentina Novemer 2010
Description	Prepare capacity building process for community radio networks and fora
Date:	2010, March
Location	Russia, Moscow
Company	Fojo, Sweden
Position	RBM / LFA trainer
Description	Conduct LFA workshop for project : “Support to independent media in Russia”.

Date:	2010, February
Location	Home-based
Company	Svanekegaarden, Denmark – international cultural centre
Position	Strategic planning expert
Description	Based on several months of participatory analysis, workshops and other work, to extract, formulate, present and revise a strategic plan for the next three years.
Date:	2010, January – July
Location	Denmark
Company	Svanekegaarden – international cultural centre
Position	Project manager for Mozambique cultural event
Description	Organise, fundraise, liaise, plan to have two Mozambican artists in Denmark in July to take part in music festival, training courses, record music, concerts, exhibit, etc.
Date:	2010, January
Location	Nepal
Company	UNDP Oslo Governance Centre
Position	Communication specialist and Community radio specialist
Description	Take part in fifth and final national stakeholder forum with a focus on communication for empowerment and community radio.
Date:	2009, November – 2010, June
Location	Denmark, desk-based
Company	IMS - International Media Support
Position	Internal M&E coordinator
Description	Assist IMS in elaboration of the conceptual framework, tools and routines for a strong and streamlined internal M&E system and tools. Facilitate M&E process.
Date:	2009, October-November
Location	Harare, Zimbabwe and Cape Town, South Africa
Company	IMS (International Media Support), Denmark
Position	Project reviewer, team leader, Review Radio Voice of the People
Description	Responsible for review of one of three Zimbabwean exile radio stations: content analysis and impact assessment, elaborate forward-looking development strategies
Date:	2009, September-October
Location	Bad Honnef, Germany
Company	CAMECO
Position	Wiki developer, M&E expert, conference presenter, workshop moderator
Description	Development of M&E focused Media Development Wiki: part of expert team, present tool at int'l conference, moderate workshop on community radio and M&E
Date:	2009, September
Location	Mozambique
Company	COWI-Austral, Mozambique
Position	QA and strategic adviser 'Civil Society Support Mechanism'
Description	Development of new district communication strategies for civil society participation and empowerment. Participation in annual review seminar.

Date:	2009, August
Location	Palestine
Company	fojo, Sweden
Position	RBM/LFA training and coaching. Finalisation of programme proposal for SIDA
Description	Capacity building of Birzeit Media Development Center management team in the areas of RBM and LFA. Training and coaching. Finalise programme proposal.
Date:	2009, June
Location	Oslo
Company	UNDP Oslo Governance Centre
Position	C4E Project Manager and International Consultant
Description	Contribute to meeting on elaboration of Global Report based on the past 3 years of work on piloting and elaborating tool on Communication for Empowerment
Date:	2009, May – June
Location	Germany meetings and desk- based
Company	CAMECO
Position	Media Adviser
Description	Part of ‘Media expert panel’ advising on Wiki on C4D and ‘Measuring Change’.
Date:	2009, May
Location	Lao PDR 7 days
Company	UNDP Lao PDR
Position	Consultant and adviser
Description	Coach radio staff, volunteers: partnership strategy, community research, formation of community radio network, guide on ‘Community Research, Impact Assessment’
Date:	2009, March
Location	Lao PDR 4 days
Company	UNDP Oslo Governance Centre / UNDP Bangkok Regional Office
Position	C4E Project Manager and International Consultant
Description	Present global C4E perspectives and ‘About Community Radio’ in C4E national stakeholder validation conference (1 day) and workshop on future C4E strategy
Date:	2009, March – April
Location	Lao PDR 18 days in March, desk work 5 days
Company	UNDP Lao PDR
Position	Team leader review and impact & sustainability assessment of community radio
Description	Review project and carry out impact & sustainability assessment of Laos’ first community-run community radio. Facilitate update of radio’s strategic plan.
Date:	2009, January – September
Location	Ghana 12 days in February, desk work 21 days
Company	UNDP Oslo Governance Centre
Position	C4E Project Manager and International Consultant
Description	Initiate C4E process in Ghana, work with UNDP country office on concept, aim and approach. Field work in Ada district. Continued coaching of national team from home.
Date:	2008, November – 2009 January
Location	Malmö 1 day, desk work 5 days
Company	DevComm, University of Malmö, Sweden
Position	Lecturer and planner, Strategic Communication Planning
Description	Assist in the revision and planning of 2009 Strategic Planning Course. Lecture and coach students in their first weekend seminar in the internet-mediated scp course

Date:	2008, December – 2009, January
Location	Jordan 7 days, desk work 14 days
Company	Fojo, Sweden
Position	Inception phase ‘Results Based Management’ (RMB) consultant and facilitator
Description	Elaborate RBM system around new MENA media development programme. Facilitate 2 day workshop w.regional partners: intro to RBM and validation of LFA

Date:	2008, October – December
Location	Palestine 7 days, desk work 14 days
Company	Fojo, Sweden
Position	Senior strategic planning consultant and media development specialist
Description	Coach team of Birzeit University Media Development Centre in revision of strategic plan, elaboration of sustainability strategy

Date:	2008, October – 2009, January
Location	Angola focus - Desk work, 20 days (based on earlier mission & knowledge Jan’08)
Company	“PROMEDIA – Communication for sustainable development”, UN Angola
Position	Senior strategic planning consultant
Description	Coach team in elaboration of strategic plan and sustainability /partnership strategy

Date:	July 2008
Location	Chad
Company	Equal Access
Position	Senior communication specialist - Peace for Development
Description	Elaboration of media landscape to identify key media players to work with for project implementation; identification of project staff; implementation proposals.

Date:	May-June 2008
Location	Niger
Company	Equal Access
Position	Senior communication specialist - Peace for Development
Description	Elaboration of media landscape to identify key media players to work with for project implementation; identification of project staff; implementation proposals.

Date:	January-February 2008
Location	Angola, Luanda
Company	Norwegian Embassy, Luanda
Position	Teamleader – Review and appraisal of ‘IRIN Radio Angola’
Description	Review. Appraise new project description. Information and communication audit. Assess team capacity, elaborate proposal for management of new organisation.

Date:	August 2007 – January 2008
Location	Lao PDR, Vientiane and Xieng Khouang
Company	UNDP Lao PDR
Position	Technical Adviser cum coach
Description	Facilitating the establishment of a sound and sustainable basis for community radio in Laos including a participatorily developed strategic plan. Support preparation of an international Community Radio Seminar and the official launch of the radio. Seminar coordinator and main technical speaker. Seminar report.

Date:	July 2007 – June 2009
Location	Global – Pilot research to Mozambique, Madagascar, Ghana, Lao PDR, Nepal
Company	CFSC Consortium
Position	Project Manager – desk background coordination
Description	Pilot test 'Communication for Empowerment' methodology; elaborate national 'Information & Communication Audits' in 3 African and 2-3 Asian countries.

Date:	July 2007 – June 2009
Location	Global – Pilot research to Mozambique, Madagascar, Ghana, Lao PDR, Nepal
Company	UNDP Oslo Governance Centre
Position	International Consultant working the five pilot countries
Description	In-country coordination and planning processes in five countries in relation to the implementation of the pilot project on 'Communication for Empowerment'.

Date:	June-July 2007
Location	Lao PDR, Vientiane and Xieng Khouang
Company	UNDP Lao PDR
Position	Teamleader – Evaluation
Description	Evaluation of pilot community radio in Laos and elaboration of strategic roll out plan for Laos. Strategic advice on role of UNDP, overall funding & partnerships. http://www.undplao.org/whatwedo/Projectdocs/Khoun%20Radio%20evaluation%20report%2007.pdf

Date:	March – July 2007
Location	Global focus - Desk based
Company	World Bank Institute
Position	Researcher, writer
Description	Part of background team drafting articles and case studies for publication 'Broadcasting, Voice and Accountability', May 2008.

Date:	February 2007 – ongoing (foreseen to end 2012)
Location	Mozambique – Deskbased (Mozambique missions March-April '07; August '08)
Company	COWI (with Dfid and Irish Aid funding)
Position	QA Publicity and Outreach
Description	Establishment of Civil Society Governance fund Mozambique & Publicity and outreach framework for Civil Society Support Mechanism. Ongoing QA, reviews.

Date:	December 2006
Location	Nordic Countries focus – Deskbased
Company	NiZA
Position	Consultant
Description	NiZA – Fundraising research with Nordic Donors; Research and strategic assessment of potentially widen range of donors in NiZA's existing partnerships

Date:	October 2006 – January 2007
Location	Kenya, Tanzania and Uganda
Company	Sida
Position	Teamleader – impact and sustainability assessment
Description	Impact Assessment of three 'East African Community Radio Project' Stations: Based on "Most Significant Change" methodology:3 in-depth change-story reports from: a Maasai radio in Tanzania, a Kenyan Women's radio, a Ugandan rural radio. http://webzone.k3.mah.se/projects/comdev/_comdev_PDF_doc/scp08_sem2_Impact_Assessment_EACMP.pdf

Date:	May – August 2006
Location	Mozambique and desk based
Company	FORCOM, Forum for community radio in Mozambique
Position	Senior adviser
Description	Institutional coaching and organizational support - Ongoing general advice and support, among others QA support for Austrian funding.
Date:	March-June 2006.
Location	Uganda, Tanzania, Burundi (Colleague covered Kenya and Rwanda)
Company	Sida ---- www.sida.se/shared/jsp/download.jsp?f=Utv06-19_SIDA30661en.pdf&a=25661
Position	Team leader – Evaluation
Description	Lake Victoria Programme: Evaluation of 4 year regional training programme in environmental journalism at Makerere University: Uganda, Rwanda, Burundi, Kenya, Tanzania.
Date:	March – May 2006
Location	Desk work - with Mozambique partners
Company	UNICEF, Mozambique & FORCOM, Forum of Community Radio in Mozambique
Position	Senior Communication Specialist
Description	Organizational Set-up and Procedures' Manual Mozambique for community radio network/FORCOM.
Date:	February – March 2006
Location	Mozambique, Dondo and Maputo
Company	Austrian Development Cooperation / Austrian Development Agency, Maputo
Position	Team leader – Evaluation & impact assessment community radio
Description	Impact Assessment and Review of 'Rádio Comunitária do Búzi' in Sofala province. Incl. extensive desk study on 'state of the art' of community radio in development.
Date:	January 2006 – July 2009
Location	Malmö, Sweden and deskbased
Company	Malmö University confrontation seminars with MA students, Sweden; desk-based
Position	Curriculum developer, planner, trainer/lecturer, examiner
Description	Development of Master Study on Strategic Communication Planning for Communication for Development. Internationally oriented web-based distance learning master programme. Organisation, planning, lecturing and examination.
Date:	November 2005 – April 2007
Location	Mozambique, Maputo
Company	Danida, Mozambique
Position	HIV/AIDS communication specialist, adviser
Description	Initiation, development and coordination of international background group to facilitate inclusion of CFSC thinking and practice in on-going national processes of strategic communication; workshops to assist the National AIDS Council.
Date:	October – November 2005
Location	Palestine
Company	Fojo, Sweden
Position	Senior Communication Specialist – Strategic planning adviser and process coach
Description	Facilitation of a participatory strategic planning process for further development and sustainability of national mid-career journalism training institute in Palestine. Products: strategic plan, partnership strategy and a logframe for Sida project.

Date:	July-December 2005
Location	Zimbabwe-focus. Desk-based
Company	International Media Support (IMS)
Position	Senior Consultant. Conference planning
Description	IMS - Zimbabwe Media Support Round Table – Planning & Coordination. On behalf of IMS, NiZA and OSISA, organisational management of Round Table: logistics, documentation, agenda, follow-up.
Date:	August - September 2005
Location	West Africa focus - Deskbased with coordination meetings in London
Company	Plan International – Media & Communication on Children’s Rights
Position	Reviewer, Quality Assurance
Description	Media & Communication on Children’s Rights: Backstopped development of tools for monitoring and evaluation of children’s radio programmes in West Africa within ‘Kids Waves’ Radio Project.
Date:	August 2005 – March 2006
Location	Global focus - Desk based work with coordination meetings London, Marseilles
Company	Plan International – Media & Communication on Children’s Rights
Position	Programme Coordinator for International Children’s Media Festival
Description	Kick-starting work to develop programme, profile and content of festival to take place in Mali June ’06 w/ innovative children’s media & communication initiatives.
Date:	March – August 2005.
Location	Palestine
Company	Sida http://www.reliefweb.int/rw/lib.nsf/db900sid/PANA-7D9F7V/\$file/sida_aug2005.pdf?openelement
Position	Teamleader – Evaluation
Description	Evaluation of a nine year project to develop a Mid-career journalism training institute in Palestine. Tracer study, impact assessment, donor mapping.
Date:	October 2004 – September 2006
Location	Mozambique
Company	UNESCO
Position	Technical Adviser (Exit phase involvement after 6 years as CTA)
Description	Media development and Project Management consultancy: Continued support to and backstopping of below project and three annual missions to monitor and lead concept development, planning and sustainable phasing-out.

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Date:	September 1998 – October 2004
Location	Mozambique, Maputo
Company	UNESCO
Position	Chief Technical Adviser
Description	CTA Media Development Project in Mozambique (www.mediamoz.com) - Management and Leadership of 14 person implementation team - Developed strategies, concepts and implementation methods for: <ul style="list-style-type: none"> o National public broadcaster with ten provincial delegations o Independent print media sector o Community Radio - one by one and as a cooperating sector o School of Journalism o Short term Journalism training courses o Participatory strategic management coaching of media houses o Strategies for strengthening the role of women in the media o Strengthened HIV/AIDS coverage in national media including development national HIV/AIDS communication strategy o Sustainability and Partnership strategies in various contexts - Work with a variety of partners and organisations at all levels - Management of USD 14 mio. (incl. fundraising assistance)
Date:	1998 (4 weeks)
Location	Tanzania (Dar Es Salaam and Mtwara) and desk-based
Company	Danida
Position	Communication specialist
Description	Mid-term review of REDET II (Research and Education for Democracy), Tanzania. Responsible for review of Media activities and co-responsible for Development Communication aspects of Education, in charge of report-writing.
Date:	1997 – 1998 (10 weeks)
Location	Namibia, Windhoek
Company	Danida
Position	Teamleader pre-appraisal, Strategic planning
Description	Pre-appraisal and strategic planning for the consolidation of Media Institute of Southern Africa, based in Windhoek, Namibia. Work included desk pre-appraisal, two planning-cum-advisory missions to MISA chapters and head office.
Date:	1997 (three months)
Location	Kaliningrad, Russia and deskbased
Company	Public Administration and Regional Development Unit, Bornholm, Denmark
Position	Senior communication specialist, trainer, development of training materials
Description	Development of Communication training for Public Administration in Kaliningrad. Fact finding mission to Kaliningrad with Training Needs Analysis, development of training materials, testing, adaptation, test of ToT programme.

Date:	1997 (8 weeks)
Location	Latvia, Dobele and deskbased
Company	Public Administration and Regional Development Unit, Bornholm, Denmark
Position	Senior communication specialist, trainer, development of training materials
Description	Creation of Information Unit in 'Adult Education and Information Centre', Dobele County, Latvia. Assistance in identification of information needs, creation of information strategy. Training in communication planning and public information strategies, and public information and campaigns.
Date:	December 1997 (1 week)
Location	Southern Africa focus – Deskbased
Company	SIDA
Position	Communication specialist
Description	Appraisal: application from Media Institute of Southern Africa, Windhoek, Namibia Consultant.
Date:	1997 (6 weeks)
Location	Burkina Faso, Ouagadougou and desk-based
Company	Danida
Position	Team leader, communication specialist
Description	Review of FESPACO, Pan African Film & TV Festival, Ouagadougou, Burkina Faso. Preparation of inception report as desk review (2 weeks) in preparation of: Review of FESPACO, Pan African Film & TV Festival, Ouagadougou, Burkina Faso. Team-leader. Mission to Ouagadougou prior to and during festival. (4 weeks)
Date:	1997 (6 work weeks)
Location	Senegal, Mali, Paris, desk-based
Company	Danida
Position	Teamleader joint mission with Dutch DGIS
Description	Review of PANOS Programme for Information Pluralism in Western Africa Team Leader of joint review – Danida's representative together with a Dutch consultant representing DGIS – Mission to Paris, Bamako/Mali and Dakar/Senegal.
Date:	1996 – 1998
Location	Baltic countries
Company	PARDU, system development unit, Bornholm, Denmark
Position	RBM training specialist; other training
Description	Development, execution, evaluation of training courses: Project design and Project Management (including LFA and RBM); Evaluation; Gender sensitive reporting; Communication Planning; Internal Communication; Public Information.
Date:	1996 (4 work weeks)
Location	Namibia, Windhoek; Zambia, Lusaka; Tanzania Dar Es Salaam; Swaziland
Company	Danida
Position	Danida representation in joint tri-partite mission with UNESCO and MISA
Description	Tripartite Review of Media Institute of Southern Africa, Namibia. Consultant - Danida's rep.– Mission to Namibia, South Africa, Zambia, Zimbabwe.
Date:	1996 (2 work weeks)
Location	Kirgyz Republic, Desk-based
Company	UNESCO
Position	Communication specialist
Description	Preparation of workshops on 'Gender Sensitive Reporting' and 'Women and Power' for UNESCOs gender & media work in Central Asia

Date:	1996 (3 work weeks)
Location	Kirgyz Republic mission and desk-based
Company	UNESCO
Position	Teamleader – evaluation
Description	Midterm review of Women in Media Network of Central Asia
Date:	1996 (3 weeks)
Location	Kazakhstan, Almaty and desk-based
Company	UNESCO
Position	Teamleader – Evaluation
Description	Review of Radio Max, Almaty
Date:	June 1996 – August 1998 (part time – 50 %)
Location	Desk based – with occasional weekend seminars
Company	Roskilde University Centre, Denmark
Position	Lecturer and coordinator
Description	InterKomm+, A pioneer, pilot computer-mediated distance learning programme in Communication Studies at Masters Degree level. Organised under Open University by RUC. Lectured among others graphic design and lay-out, communication for social change. Was social councillor for distance learning participants.
Date:	January – July 1996 (part time)
Location	Europa-focus, Deskbased
Company	AMARC-Europe
Position	Editor, writer, coordinator
Description	Produced directory: “Women’s Voices Crossing Frontiers”, of Women’s community radio in Europe: concept development; fundraising; editing; writing of introductory article on women in community radio in Europe; production; and distribution.
Date:	January 1995 – December 1997 (part time – voluntary)
Location	Europe-focus, Deskbased
Company	AMARC-Europe
Position	Adviser, community radio activist
Description	Advisor and member of executive committee (Action Group) of WIN-Europe (WIN: Women’s International Network)
Date:	July 1993 – June 1996
Location	Bornholm, Denmark – numerous missions to Baltic Countries, Russia, Poland
Company	Baltic Media Centre
Position	Head of Information Department, Consultancy services
Description	In charge of development of strategies for support to transition from government media to public /community media in the emerging democracies of the Baltic Countries, Russia and Poland. Development of networks for a strengthened co-operation and exchange across the Baltic through preparation of newsletter, information packages and other soft marketing activities; developed the BMC contact mediation service; developed strategies for local representation in co-operation countries. Managed planning of Baltic TV & Film Festival. In charge of the documentation centre. Centrally involved in the development of the centre’s management systems, training, study visits, organisational development.

Date:	August 1992 – June 1993
Location	Roskilde, Denmark - with one mission to Uganda
Company	Daneduc Consulting,
Position	Women, Training and Communication Consultant,
Description	Responsible for developing DanEduc Consulting's communication support activities. Activities included: Manual for the ILO on Communication use for Women's Entry into Non-traditional Training and Trades with AV examples on video. Monitoring mission to Danida funded Water and Sanitation project in Uganda to review PSC activities. Backstopped development communication and gender aspects of on-going projects. Coordinated presentation of Company course offers.

Date:	January 1989 – July 1992
Location	Switzerland, Geneva – 1/3 of time was field work in Africa, Asia, MENA
Company	International Labour Organisation
Position	Communication adviser, Head of Communication for Development unit
Description	<p>Responsible for Communication for Development Unit. Built participatory concepts and communication strategies into ILO projects. Developed courses & trained ILO staff. Coaching & leadership for field implementation of communication strategies (Asia, Africa, MENA).</p> <p><u>Selected activities:</u></p> <ul style="list-style-type: none"> - Backstopped and carried out analysis, advisory and evaluation missions of up to five weeks duration to Zimbabwe, Zambia and Swaziland in connection with a project on "<u>Improved Livelihood of Disabled Women</u>: a promotional, regional project for Southern Africa". - Planned and implemented part of a Regional Seminar on <u>Diversification of Women's Training and Employment</u> - in the South Asian Countries of Bangladesh, India, Pakistan and Sri Lanka. - Drafted a Project Document for a follow-up phase of the project: "<u>Communication Techniques and Activities for Promoting Women's Entrance into Non-traditional Training and Employment in South East Asia</u>" - Directed and produced a video film on women's lives in the Philippines in close co-operation with local people's organisations (peasant, squatter, union, women's). Own inputs were one year of part time research and a one month stay in the Philippines. - Prepared communication plans, trained project staff, and conducted missions to a project on <u>Employment Opportunities for Disabled People</u> in Kenya. - Developed, planned and ran a two-week, bi-lingual management training workshop on the use of media and communication techniques as part of the "<u>UNDP, EDI, ILO Program for Strengthening 17 Management Training Institutions</u> in Africa". - Prepared a training package, including two video productions and a booklet for the <u>Workers' Education and the Environment</u>. - Developed numerous training modules for <u>ILO's International Training Centre in Turin, Italy</u>. (Among others: strategic communication planning; women and media; meeting the press; project support communication; video production; LFA.) - Developed a (Social) Marketing strategy for <u>ILO's International Training Centre</u> as an element of a re-structuring of its services and functions. - Planned and prepared an information package, including two videos, on efforts to strengthen women's entry into technical trades for <u>CAPA (Commonwealth Association for Polytechnics in Africa)</u>. Advice on awareness raising campaigns. - Co-responsible for needs assessment, development and production of an awareness raising training package to be used by ILO staff on <u>IMAGES of the Gender Role in ILO Projects</u>.

Date:	January 1988 – December 1989
Location	Switzerland, Geneva with missions to Africa
Company	International Labour Organisation
Position	Associate Press Officer, Africa
Description	Covered ILO activities in Africa in writing, regular contribution to ILO radio programmes and TV. Responsible for regular column in ILO magazine.

Date:	August 1986 – December 1987
Location	Denmark based – worked in USA, India, Tanzania, Kenya, Denmark
Company	Self employed, free-lance
Position	Communication adviser and documentary film producer
Description	<p>Communication adviser and video producer for development agencies, the Danish Ministry of Labour, the Danish Labour Movement, SAS and other private companies. Work included:</p> <ul style="list-style-type: none"> * series of documentaries from India on tea pickers & unions, and from UN forum Nairobi '85 * videoconferencing as alternative to flying? Missions for SAS to USA, reporting. * closed-circuit radio in Copenhagen housing estate to stem violence, empower people * Lectures, teaching based on UN women's conference – issues, documentaries * Giving video courses for unemployed women as tool to find self-confidence, way.

Date:	July 1985 – July 1986
Location	Copenhagen, Denmark
Company	City TV
Position	TV reporter
Description	Daily news production on small community TV station based in the Danish Labour Movement. Responsible for research, reporting, editing, anchoring.

Date:	July 1984 - June 1985
Location	Bornholm, Denmark
Company	TV Bornholm, the Danish Labour Movement
Position	TV producer
Description	Denmark's first, pioneer community TV station. Part of 6 person team working with all aspects of TV production. Participated in the development of formats for relevant community TV production; Part of the team producing daily news programmes, features and documentaries. Worked on both sides of the camera. Carried out training for production teams of new community TV stations

Date:	January – June 1984 (part time – paid)
Location	Copenhagen, Denmark
Company	Nordic Secretariat for Cultural Co-operation
Position	Cultural Consultant
Description	Responsible for the establishment of a Nordic Documentation Centre for Children's Culture.

Date:	July 1983 – June 1984 (part time – paid)
Location	Copenhagen, Denmark
Company	KVINDER, the magazine of the Women's Movement
Position	Assistant Editor to Danish periodical "Kvinder" (Women).
Description	Assisting the KVINDER collective in planning, organising and implementing all aspects of getting the periodical on the street once a month.

Date:	June 1982 – September 1983 (conference prep); 1994-1997 (adviser and WIN)
Location	Europa-focus: mission to most European countries
Company	AMARC
Position	Researcher, coordinator
Description	Advise on policy issues and comments on productions and materials. Organisation of AMARC events like conferences, workshops, training sessions. Member of steering committee of the founding AMARC conference, Montréal 1983.

Date:	January 1981 – June 1984 (part time – unpaid)
Location	Copenhagen, Denmark
Company	Sokkelund Radio – Women’s Waves
Position	Community radio activist and broadcaster
Description	Co-initiator of Women's Community Radio Collective in Copenhagen Grassroots radio station (first Danish Community Radio station). Co-editor of weekly women's programme. Host of daily morning programme: "Good Morning, Copenhagen". Carried out a number of radio training courses for new recruits - both on radio production in general and on specialised issues such as in-depth interview techniques, Feminist Journalism.

15. Others:

SELECTED ELECTED FUNCTIONS and APPOINTMENTS OF CONFIDENCE:

2013 -	Member of Community Media Forum Europe (CFME) expert group
2011 -	Member of FAO Expert Panel on C4D in rural development
2011 - 2013	Council member of Action Aid Denmark
2009 -	UNFCCC Jury Member for Documentary Award Selection
2006 -	Board of Directors Svanekegaarden, International Cultural Centre
1998 - 2013	Board of Directors of PANOS Institute, London (Board Chair 2007 - 2013)
1994 - 1998	Member of the board of the Association of Media Researchers in Denmark
1991 - 1992	Initiator, Coordinator of Young Professionals’ Forum, Geneva 1982 - 1983
1989 - 1991	Coordinator of the Action Group for Equality, ILO, Geneva
1983 - 1985	Elected member of the selection board for the Danish Film Workshop
1982 – 1983	AMARC Steering Committee member, the AMARC inception conference in Montréal. Coordinator Northern Europe and European Women's Radios

SUPPLEMENTARY TRAINING

2012	Business Bootcamp: Intensive Management Training for Women Entrepreneurs
2010 – 2013	Various training courses on use of web-based tools and social media for training, learning, networking, marketing and business development.
2004	Field Security Training – UN authorisation course
2001	Time Management for effective leadership and management
1994	Building leadership - Management training
1991 - 1992	Courses on training techniques: Making presentations; Leading and managing a training workshop; Time Management; Managing and running meetings.
1988 - 1990	Project Design & Evaluation; Assertiveness Training and "Women & Power"
1982 - 1987	Broadcast journalism including: Electronic News Gathering (On News reporting techniques for TV); TV production; Creative Radio Production.
1980 - 1981	Adult Education Diploma (360 training hours, practice, home study).

SKILLS PROFILE and COMPETENCIES:

- Project Management**
- Designing, implementing and evaluating projects in a range of disciplines
 - Participatory strategic planning from A to Z – as practical management tool
 - Providing effective solutions on time and on budget
 - Being practical, realistic, task focused, organized and results oriented
 - Advanced use of LFA, Results Based Management, SWOT methodologies & techniques
- Leadership**
- Managing newly formed and established teams of staff and consultants
 - Instilling teams with motivation and creativity through participatory processes/insights
 - Providing advice & training to variety of target groups
- People Management**
- Managing multi-national, cross functional teams using flexible management style
 - Operating internationally, with diverse national and organizational cultures
 - Managing & coaching technical and operational staff to deliver quality services
 - High level respect for other people and cultures – believe in personal warmth, openness
- Communications**
- Winning trust and working effectively with senior as well as junior and operational staff
 - Using strong negotiation & facilitation skills in a variety of settings
 - Designing & delivering presentations, training & process facilitation
- Communication for Empowerment – Special experience**
- Designing empowering participatory processes for community development
 - Creation of community radio for participatory development and social change
 - Participatory design of adequate sustainability strategies including partnership strategy
 - Design of adapted research methods for community development and impact assessm't
 - Empowering women (and women's media) for action and change
 - Participatory strategic planning for ownership and sustainability of for ex. media houses
 - Facilitating creative and «free» problem solving capacity through exemplary processes

16. Publications - films:

SELECTED FILMS and VIDEO PRODUCTIONS

1998 – 2005 Documentary series: "Media Development in Mozambique"- Executive Producer*):

- I: Community Waves - Community Radio Development (2001)
- II: Listen to the Women - Women in the Media in Mozambique (2002)
- III: The Challenges of Sustainable Growth - on small newspapers (2003)
- IV: The Women's Community - on Creation of a Women's Community Radio Network in Mozambique (2004)
- V: FORCOM, Mozambique's Forum of Community Radio Stations. An Exercise in Democracy (2005)
- VI: Community Waves – five years later (2006)

*) Developed concepts, synopsis, negotiated budgets, raised funds, on panel for final approvals, organised promotion activities.

- 1990 "Lisa, Neneng and Soling". A film on Women's lives in the Philippines described through portraits of three representative women. MS-Development
- 1989 "Women in Technical Trades". A promotional video on getting women into non-traditional trades. Produced for and with Commonwealth Association of Polytechnics in Africa and ILO.
- 1987 "Hand in Hand: Women & Western Aid. An Indian perspective." KULU-Women Development
- 1987 "Roof over the Head". About stonecutters living in cement pipes near Madras, India. Produced for the national committee of the UN year on "Shelter for the Homeless".
- 1987 "More than mere Survival", "P.L. Perumal: A Life Dedicated to the Plantation Workers of India" "Jagadambal". On Women Teapickers and unions. For Int'l Wing, Danish Labour Movement.
- 1986 "Women Together at FORUM '85". Produced for KULU-Women and Development.
- 1985 "Women in Southern Africa: Isolate South Africa!" TV Documentary.
- 1985 "Women Will have to Reinvent Communication". Six African women on their use of C4D.
- 1985 "---and through the video women see their reality". On the use of video in the villages in Mali.

16. Publications - print:

SELECTED WRITTEN PUBLICATIONS (not including consultancy reports):

- 2012 "EMPOWERMENT RADIO – Voices building a community", by Birgitte Jallov 236 pages, Published by EMPOWERHOUSE.
- 2012 "How can the internet and social media contribute to community communication for empowerment?" in: "Social Media in Development Cooperation", Ørecomm, 2012
- 2011 "Communication for Empowerment", in Measuring Change II. Planning, M&E in Media and Development Cooperation. CAMECO, 2011
- 2009 "Stories of community radio in East Africa: Powerful Change" in MAZI 18, the electronic newsletter, Communication for Social Change Consortium.
- 2009 "Getting your support to community media right" and "Community Research for Community Media Sustainability" in "Community Media Sustainability Guide: The Business of Changing Lives", Internews, 2009
- 2008 "Now we are seen as real human beings" and "Setting agenda of public concern" in: "Whose Voices – Media and Pluralism in the Context of Democratization". Uppsala University, Sweden
- 2007 "Most Significant change. A tool to document community radio impact" in: Measuring Change. Planning, Monitoring and Evaluation in Media and Development Cooperation. CAMECO, 2007
- 2007 "Women & Community Radio in Mozambique" Feminist Media Studies, Sept '07
- 2007 "Pioneering Community-run Radio in Laos: The Khoun Community Radio Station" Photo Essay in: MAZI 14, the electronic newsletter of the CFSC Consortium.
- 2006 "Voice, participation and empowerment – using community radio". Report to the World Bank Institute.
- 2005 "Assessing community change: development of a 'bare foot' impact assessment methodology" in: Radio Journal Vol. 3.1, July 2005.
- 2004 "Community Radio for Empowerment and Change" in: Journal for Development Communication, December 2004
- 2004 "Participation by Community Radios in Civic Education and Electoral Coverage. The Experience of the Community Radios in Mozambique's 2003 Local Elections. Specific Cases of: Dondo, Chimoio and Cuamba" by Acia Sales. Commissioned, designed and supervised by Birgitte Jallov on behalf of UNESCO Mozambique
- 2003 "Creating and Sustaining ICT Projects in Mozambique", in "The One to Watch - Radio, new ICTs and interactivity", FAO.
- 2001 "Creating Sustainable Community Radio - a Major Challenge", Mozambique
- 1999 "Community Radio Mushrooming in Mozambique", Interradio, AMARC
- 1996 "Women's Voices Crossing Frontiers - 1996 European Directory of Women Community Radio Stations and Women's Radio Production Collectives", editor and writer of Introductory article. Published by AMARC Europe.
- 1995 "Using Communication Techniques to Diversify Women's Training a Employment." A manual with video examples. ILO, Geneva.
- 1992 "Women on the Air - Community Radio as a Tool for Feminist Messages" In 'The People's Voice' ed. by Nick Jankowski, Ole Prehn and James Stappers.
- 1986 "Village Video for Women" and "Women will have to Reinvent Communication". Publications of: " KULU-Women & Development".
- 1983 "Women on the Air". On Women and Community Radio in Europe. RUC
- 1982 "A counter-image in Sound. A method for Empowering Radio Production for Women." Thesis. Roskilde University Centre.

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