

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; Women & Gender; alternative and community communication (equals MA)

Institution:	Copenhagen University, Denmark
Date:	June 1978
Degree(s) or Diploma(s)	BA Danish Literature & Culture; Gender; 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 C4D (2007 -)
- * FAO expert panel on Communication for Development in rural development (2011 -)
- * Community Media Forum Europe (CFME) Expert Group – (2013 -), Board member (2014 –)
- * International Association of Women in Radio and TV (IAWRT) (since 2015 -)

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:

30 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, implementing and evaluating communication strategies and development projects**, furthermore development of programmes in close co-operation with target groups and other stakeholders. **Since 1980 worked with women and gender** as a cross-cutting theme of importance; **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. Experienced and powerful speaker and conference moderator. **Media mapping** and elaboration, **analysis and presentation of media landscapes** accompanied by clearly presented recommendations and **best way forward integrated in most work to build on what exists**.

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, GBV, FGM, 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. More than 25 evaluations, reviews and impact assessments 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 **70 different countries** and within **more than 300 development** projects and programmes. Work experience from: Angola, Argentina, Australia, Azerbaijan, Belarus, Belgium, Botswana, Burkina Faso, Burundi, Cambodia, Canada, Chad, Denmark, Democratic Republic of Congo, Egypt, Estonia, Ethiopia, Finland, France, Germany, Ghana, Holland, Iceland, India, Indonesia, Italy, Jordan, Kazakhstan, Kenya, Kyrgyz Republic, Lao PDR, Latvia, Lesotho, Liberia, Lithuania, Madagascar, Malawi, Mali, Moldova, Mozambique, Myanmar, 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

SKILLS PROFILE and COMPETENCIES:

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|---|---|
| Project Management | <ul style="list-style-type: none">• 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 | <ul style="list-style-type: none">• 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 | <ul style="list-style-type: none">• 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 |
| Communication | <ul style="list-style-type: none">• Experienced and effective designer and implementor of communication strategies involving traditional, alternative, social and interpersonal communication• 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• Conference facilitation and moderation – of smaller or bigger audiences |
| Communication for Empowerment – Special experience | <ul style="list-style-type: none">• 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 |

14. Professional Experience Record:

Rwanda ADRA Denmark	2018: Team leader of the End-Evaluation of the Action for Social Change programme in Rwanda.
Indonesia EMPOWERHOUSE	2018: Drove a 'community radio for empowerment' agenda through organisation of workshops, meetings and participation in management summary workshops of the SBCC Summit, April 2018. (Social and Behaviour Change Communication)
Europe CMFE	2018: Facilitated the participatory board process to develop a first strategic plan for the Community Media Forum Europe.
Myanmar IMS	2018: Analysis of the situation of the community radio component of the IMS media development programme in Myanmar. Advisory inputs through skype meetings and extensive elaboration of resulting onward roadmaps for work.
USA IAWRT	2018: Represented the International Association of Women in Radio and TV at the 62 nd Commission on the Status of Women through presentation on how community radio can be a platform for rural women's empowerment.
Tanzania / Homebased UNESCO Dar Es Salaam	2018: Follow-up to 2017 start-up process for capacity building of community radio stations: Prepare 2 training packages including manuals, slides, tools, exercises and notes for facilitators on Management and Organisation with Strategic Planning for Community Media; as well as one on Communication and Visibility for radio stations.
SE Asia Fojo	2017: Facilitate Leadership and management workshop for the SE Asia Media Training Network, focusing on the sharpening of capacity among young and upcoming leader profiles in the Journalism Training Institutes of the network.
SE Asia Fojo	2017: Support conceptual development for enhanced M&E strategies (including Appreciative Inquiry), plan and facilitate workshops on Strategic and Business planning; and a workshop on development of Communication and Visibility strategies, as well as moderation of management review and development of network programme of the six participating journalism training institutes.
Tanzania / homebased UNESCO Dar Es Salaam	2017: Develop UNESCO's capacity building programme for Community Radio Stations in Tanzania. Responsible for Needs Assessment of 18 stations in preparation of capacity building programme. Facilitate participatory workshop with UNESCO team, potential future trainers and mentors as well as the new Tanzanian community media network,
Cambodia Fojo	2017: Carry out organisational review of Cambodia Communication Institute and facilitate strategic planning exercise, write up strategic plan, business plan and conceptual implementation notes for strategic objectives.
Tanzania / homebased UNESCO Dar Es Salaam	2017: Carry out assessment and evaluation of consulting companies bidding to carry out strategic planning exercise for a new Network of Community Radio stations. Advise to community media unit on development of capacity building programme
Denmark EMPOWERHOUSE	2017: Carry out (internal) review of my own organisation and strengthen business profile and website.
Denmark Svanekegaarden	2017: Facilitate participatory review process of strategic plan and support finalisation of updated strategy. Develop public version of the Annual Report.

Zimbabwe Fojo	2016/17: Facilitate participatory processes to formulate strategic plans and core organisation policies with two civil society organisations: Zimbabwe Association of Community Radios and Gender Media Connect.
Myanmar Fojo/IMS	2016/17: Formulate two concept papers for a media development project. One outlining a contextual, strategic and systematic approach to work with advancement of Community Radio in Myanmar; another one outlining an approach to carry out pilot start-up of gender-focused community radio in rural areas of Myanmar.
Ukraine GIZ	2016: Plan and facilitate update of communication strategy: 2-day workshop with UAEITI secretariat and 3-day workshop with UAEITI civil society partners
Sweden Malmö University	2016: Plan and facilitate 2-day workshop on 'Communication Planning for Action and Change'
Vietnam UNICEF / Itad	2016: Evaluation of UNICEF C4D capacity development; integration and mainstreaming; and evaluability of the UNICEF Country Office in Vietnam
Kyrgyzstan UNICEF / Itad	2016: Evaluation of UNICEF C4D capacity development; integration and mainstreaming; and evaluability of the UNICEF Country Office in Kyrgyzstan
Vietnam Danida	2015-2016: Coordination of a consolidation 'Transformation of Provincial TV in Vietnam' package, overseeing development of training package, upload on VJTC (Vietnamese Journalist Training Centre) website in English and Vietnamese. Take part in seminars with TV managers, editors and journalists in Hanoi.
Myanmar UNDP	2015-2016: Develop an interlinked package of documentation to consolidate partner support to development of community radio (CR) in Myanmar: CR Start-up Strategy - on the potential role of CR in Myanmar; Framework for a CR working group; CR development charter; Training kit for 'Community initiators'
Myanmar IMS	2015: Assessment of rural information and communication needs in Myanmar with a view to recommend ways and means to meet the important gaps.
Zimbabwe Fojo Institute	2015: Development of manual for sustainability of rural community radio, conducting a workshop for community radio management in Zimbabwe.
Ghana AMARC	2015: Support in planning of global conference, lead presenter in Gender Panel and Sustainability Panel. Convenor of workshops on Gender and CR sustainability
Myanmar IMS	2015: Preparation, facilitation and reporting on the first ever national community radio conference, launching the concept and ensuring civil society engagement with initial ideas and plans for how this can become a strong CS voice in Myanmar
UNICEF HQ, ROs, COs itad	2015-2016: Evaluation of UNICEF's C4D work globally. Evaluation design, implementation of evaluation and presentation of recommendations
Nigeria GIZ	2015: Facilitation of finalisation of Nigeria's EITI communication strategy, elaboration of detailed work plan and ToT for NEITI Communication Focal Points
Jordan UNESCO	2015: Facilitation of Media Development workshop with Radio professionals, developing a framework and roadmap for development of a 3-tier democratic broadcasting environment in Jordan.
Ukraine GIZ	2015: Monitoring of progress of implementation of communication strategy and ToT for facilitators to lead the communication strategy in the districts (June)

Myanmar IMS	2015: End of programme review of the IMS 'Media Development in Support of Democratic Governance & National Reconciliation in Myanmar' Programme
Ukraine GIZ	2015: Facilitation of finalisation of Ukraine's EITI communication strategy and elaboration of detailed work plan and budget (February)
Tanzania UNESCO	2015: Adviser and QA for strengthening national community radio strategy and capacity building of national community radio network and its members
Vietnam Danida	2015: Facilitation of preparation of project extension for Sustainability Activities following on from Journalism Training Project for local TV in Vietnam
Liberia Equal Access	2015: Sole consultant, Mapping of community radio and development of an approach for strengthening a sustainable community radio sector.
Zimbabwe Fojo Media Institute	2015: Sole facilitator, Development of a sustainability strategy for and with ZACRAS, the Zimbabwe Association of Community Radio Stations. Organisational development for effective fundraising and development of broad funding mix.
Moldova, Kyrgyz Republic, Tanzania SDC	2014/2015: Team member, SDC 2015 Effectiveness Report on Health 2000-2013, Responsible for development of the communication strategy, and the preparation of the public report, film and related communication products. * SDC is Swiss Development Cooperation
Mozambique FAO	2014: Team leader, Development of a C4D strategy for Pesticide Risk Management in Mozambique
Ethiopia GiZ	2014: Sole consultant, Planning, organisation and moderation of a 5 day Training of Trainers for CSOs from Yemen.
Desk-based GiZ	2014: Sole consultant, Development of a manual for CSOs in Yemen on Strategic Communication and Campaign Planning, Training of Trainers guide and tools
Vietnam Danida	2014: Sole consultant, Final review of Journalism training programme to local TV stations in Vietnam
Ukraine GiZ	2014/2015: Sole consultant, two missions and distance coaching to support Development and implementation of the Ukraine EITI (Extractive Industries Transparency International) group's communication strategy
Ethiopia GiZ	2014: Sole consultant, Planning, organisation and moderation of a five day Training of Trainers for CSOs from Yemen.
Zimbabwe Fojo Media Institute	2014: Sole consultant, Planning and moderation of a five day advanced community radio management workshop for all community radio initiatives in Zimbabwe. Support Federation of African Media Women, Zimbabwe
Desk-based GiZ	2014: Sole consultant, Development of a manual for CSOs in Yemen on Strategic Communication and Campaign Planning, Training of Trainers guide and tools
Denmark International Media Support	2014: Sole consultant, Analysis of IMS' past practice in support to radio, and assistance to IMS in clarifying future strategic focus and priorities based on lessons learnt
Zimbabwe Fojo Media Institute	2014, Sole consultant, Planning, organisation and facilitation of advanced community radio management workshop for all community radio initiatives in Zimbabwe. Support of Federation of African Media Women, Zimbabwe in proposal writing, LFA, etc.

Germany CAMECO	2014, Sole consultant, Planning, organisation and moderation of a 10 day online debate on Community Radio Sustainability in French, English and Spanish on different social media platforms
Denmark International Media Support	2014, Sole consultant, Analysis of IMS' past practice in support to radio, and assistance to IMS in clarifying future strategic focus and priorities based on lessons learnt
Sweden Malmö University	2014: Lecturer, Lead three full-day seminars for Master Education in ComDev on Communication Planning and Action, Evaluation of ComDev (Communication for Development)
Belgium GiZ	2014: Main facilitator, Leadership and moderation of ITC/EC/WBG International Conference 2014 on Taxation of Extractive Industries, Brussels
Desk-based MICT	2014: Researcher and author: Elaboration of a concept paper on the potential of radio in development and fragile states * MICT is Media in Cooperation and Transition - International
Lao PDR UNDP	2013/14, Sole consultant, Review of Lao PDR's civil society, community communication programme, carry out impact assessment of community radios and develop concept note for new phase
Yemen GiZ	2013: Sole consultant, Development and implementation of a workshop with tailored materials, and coaching of Civil Society Organisations on Strategic Campaign and Communication Planning.
Nigeria GiZ	2013: Sole consultant, 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.
Zimbabwe Fojo Media Institute	2013: Sole consultant, Development of a 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.
Yemen GiZ	2013: Sole consultant, Development and implementation of a workshop with tailored materials and coach Civil Society Organisations on Strategic Campaign and Communication Planning
Australia MEDIA CONSULTA for GIZ and EITI	2013: Sole consultant, Revision of draft training materials and implementation of training of national experts on how to develop and implement a communication strategy for the Extractive Industries Transparency Initiative
Germany MEDIA CONSULTA for GIZ and EITI	2013: Sole consultant, Preparation of draft training materials and implementation of training of national experts on how to develop and implement a communication strategy for the Extractive Industries Transparency Initiative
Desk-based 'Media Consulta' for GIZ and EITI	2013: Sole consultant, Development of Guideline for strategic communication within Extractive Industries Transparency Initiative and training materials based on guide
Zimbabwe Fojo Media Institute	2013: Sole consultant, Development of Knowledge Management Information System framework for Swedish Media Development Support in Zimbabwe, Strategic Planning, RBM advice.
Vietnam Danida	2013: Sole consultant, Midterm-review of Journalism training programme to local TV stations in Vietnam.

Zambia, Malawi, Zimbabwe, Swaziland, Namibia Danida	2013: Team member, 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.
Niger Danida	2013: Team member, Design of media component in Democratic Governance Programme between the Danish Embassy in Niger and the Niger Government
Mozambique IREX	2013, Sole consultant, Development of Assessment, Community Radio Strategy, Implementation plan and Sustainability Guide for major USAid Media Strengthening Programme in Moz.
India Options	2013, Sole consultant, Support to health programme Community Radio policy/strategy development
Zimbabwe Norwegian embassy	2012: Team leader, Review of support to IMS management of Norwegian support to the independent media in Zimbabwe 2010-2012.
Denmark EMPOWERHOUSE	2012, Sole consultant, Training manager, marketing, fundraising, producer and trainer for Online training: "How to turn voices into community change?"
Zimbabwe Fojo Media Institute	2012 – 2014: Team member, Management of the Swedish Media Development Support to Zimbabwe
Democratic Republic of Congo, Burundi ADRA Denmark	2012: Sole consultant, Midterm review of C4D project using radio to curb violence against women
Uganda Triple Line in Consortium with Crown Agents for DFID	2012: Sole consultant, Design of Knowledge Management Systems, Communication & Outreach Strategies at inception of 5-year 'Health Sector Accountability Project'
Burundi ADRA Denmark	2011/12: Sole consultant, Support of ADRA Burundi in the design and implementation of an overall partnership, communication, and sustainability strategy; assistance to projects design, exit and sustainability strategies
Egypt Media Diversity Institute	2011: Sole consultant, Finalisation of project result framework and elaboration of LFA
Libya International Media Support	2011: Sole consultant, Elaboration of project document for Media Development Programme in Libya.
Ethiopia, Rwanda, Ghana UNECA	2011: Sole consultant, transition of telecentres to innovation centres, Establishment and strengthening of stakeholder fora, assist in strategic planning in centres, training and coaching to facilitate effective transition process.
Mozambique Equal Access	2011: Team member, Programme formulation for USAid supported Media Assistance Programme in Mozambique to strengthen independent media.
Burundi ADRA Denmark	2011: Sole consultant, Evaluation: Breaking the silence. Children engage in dialogue on HIV/AIDS through radio

Desk-based UNDP, Oslo Governance Centre	2010: Sole consultant, Support to finalisation of policy note on Communication for Empowerment
Nepal UNDP, Oslo Governance Centre	2010: Team member, Participation in fifth and final national stakeholder forum with a focus on communication for empowerment and community radio.
Norway UNDP, Oslo Governance Centre	2010: Team member, 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
Sudan International Media Support	2010: Sole consultant, Elaboration of effective evaluation methodology and tools, statistics, reporting.
Russia (St. Petersburg) Moscow Helsinki Group, Russia	2010: Sole consultant, Conduct LFA workshop to feed into the project formulation on human rights.
Belarus, Ukraine, Lithuania, Azerbaijan Danida	2010: sole consultant, "Media and Democracy Programme: Central, Eastern Europe, Caucasus" - review of IMS ENR programme
Denmark Danida	2010: Sole consultant, Elaboration of 'How To Note' on Freedom of Expression and Independent Media.
Nepal UNDP Oslo Governance Centre	2010: Team member, Participation in fifth and final national stakeholder forum with a focus on communication for empowerment and community radio.
Denmark Svanekegaarden, Denmark – international cultural centre	2010: Based on several months of participatory analysis, implemented workshops and other work to extract, formulate, present and revise a strategic plan for the next three years.
Denmark Svanekegaarden, Denmark – international cultural centre	2010: Sole consultant, project management for cultural visit: Organisation, fundraising, liaison, and planning to have two Mozambican artists in Denmark in July to take part in music festival, training courses, record music, concerts, exhibit, etc.
Argentina AMARC and CAMECO	2010: Facilitator, Conduction of three roundtables, panel discussions on community radio monitoring and evaluation, community radio Wiki, and community radio networks.
Ghana UNDP, Oslo Governance Centre	2009: Sole consultant, 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.

Zimbabwe, South Africa International Media Support	2009: Team leader, review of one of three Zimbabwean exile radio stations: content analysis and impact assessment, elaborate forward-looking development strategies
Palestine Fojo Media Institute	2009: Sole consultant, Capacity building of Birzeit Media Development Center management team in the areas of RBM and LFA. Training and coaching. Finalise programme proposal.
Germany CAMECO	2009: Sole consultant, 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
Germany CAMECO	2009: Participation in a 'Media expert panel' advising on Wiki on C4D and 'Measuring Change'.
Lao PDR UNDP	2009: Sole consultant, Coaching of radio staff, volunteers: partnership strategy, community research, formation of community radio network, guide on 'Community Research, Impact Assessment'
Lao PDR UNDP Oslo Governance Centre / UNDP Bangkok Regional Office	2009: Sole consultant, Presentation of global C4E perspectives and 'About Community Radio' in C4E national stakeholder validation conference and a workshop on future C4E strategy
Denmark International Media Support	2009: Sole consultant, Assistance to 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.
Mozambique COWI-Austral, Mozambique	2009: Sole consultant, Development of new district communication strategies for civil society participation and empowerment. Participation in annual review seminar.
Lao PDR UNDP	2009: Team leader, Review of project and assessment of impact and sustainability of Laos' first community-run community radio. Facilitation of update of radio's strategic plan.
Jordan Fojo Media Institute	2008/09: Sole consultant, Elaboration of RBM system around new MENA media development programme. Facilitation of workshop with regional partners: intro to RBM and validation of LFA
Angola PROMEDIA – Communication for sustainable development	2008/09: Sole consultant, Coaching of a team of media practitioners in elaboration of strategic plan and sustainability /partnership strategy
Palestine Fojo Media Institute	2008: Sole consultant, Coaching of a team of Birzeit University Media Development Centre in revision of strategic plan, elaboration of sustainability strategy
Chad Equal Access	2008: Sole consultant, Elaboration of media landscape to identify key media players to work with for project implementation; identification of project staff; implementation proposals.

Niger Equal Access	2008: Sole consultant, Elaboration of media landscape to identify key media players to work with for project implementation; identification of project staff; implementation proposals.
Angola Norwegian Embassy	2008: Team leader, Review mission and appraisal of new project description. Information and communication audit. Assessment of team capacity, elaboration of proposal for management of new organisation.
Sweden University of Malmö	2008: Lecturer, Assistance in the revision and planning of 2009 Strategic Planning Course. Lecture and coaching of students in their first weekend seminar in the internet-mediated Strategic Communication Planning course
Mozambique COWI (for DFID and Irish Aid)	2007 – 2012: Sole consultant, Establishment and on-going quality assurance and reviews of Civil Society Governance fund Mozambique and publicity and outreach framework for Civil Society Support Mechanism (MASC).
Global – Pilot focus on Mozam- bique, Madagas- car, Ghana, Lao PDR, Nepal	2007 – 2009: Sole consultant, Project management, in-country coordination and planning for the pilot testing of a 'Communication for Empowerment' methodology; elaboration of national 'Information & Communication Audits' in three African and two-three Asian countries. * UNDP OGC is UNDP Oslo Governance Centre
Global CFSC Consortium	2007 - 2009: Sole consultant, Pilot test 'Communication for Empowerment' methodology; elaborate national 'Information & Communication Audits' in 3 African and 2-3 Asian countries.
Lao PDR UNDP	2007/08: Sole consultant, Facilitation of the establishment of a sound and sustainable basis for community radio in Laos including the participatory development of a strategic plan. Support to the preparation of an international Community Radio Seminar and the official launch of the radio. Seminar coordinator and main technical speaker. Seminar report.
Lao PDR UNDP	2007/08: Team leader, 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
Global World Bank Institute	2007: Team member, Drafting articles and case studies for publication 'Broadcasting, Voice and Accountability' (published May 2008)
Desk-based World Bank Institute	2007: Researcher and author, Part of a team drafting articles and case studies for the publication 'Broadcasting, Voice and Accountability', published in May 2008.
Sweden University of Malmö	2006 - 2009: Curriculum planner and lecturer, 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.
Kenya, Tanzania, Uganda SIDA	2006/07: Team leader, 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.

Uganda, Tanzania, Burundi SIDA	2006: Team leader, Lake Victoria Programme: Evaluation of 4 year regional training programme in environmental journalism at Makerere University: Uganda, Rwanda, Burundi, Kenya, Tanzania.
Mozambique FORCOM, Forum for community radio in Mozambique	2006: Sole consultant, Institutional coaching and organizational support - Ongoing general advice and support, among others QA support for Austrian funding.
Mozambique UNICEF and FORCOM	2006: Sole consultant, Organizational Set-up and Procedures' Manual Mozambique for community radio network/FORCOM.
Mozambique Austrian Development Cooperation	2006: Sole consultant, Impact Assessment and Review of 'Rádio Comunitária do Búzi' in Sofala province, including extensive desk study on 'state of the art' of community radio in development
Nordic Countries focus – desk-based NiZA	2006: Sole consultant, Fundraising research with Nordic Donors: Research and strategic assessment of a potentially widened range of donors in NiZA's existing partnerships
Mozambique FORCOM, Forum for community radio in Mozambique	2006: Sole consultant, Institutional coaching and organizational support – ongoing general advice and support, among others quality assurance support for Austrian funding.
Mozambique Danida	2005 - 2007: Sole consultant, 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.
Global Plan International	2005/06: Programme Coordinator for International Children's Media Festival, Kick-starting work to develop programme, profile and content of festival to take place in Mali June '06 with innovative children's media & communication initiatives.
Palestine Fojo Media Institute	2005: Sole consultant, 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 a SIDA project.
West Africa Plan International	2005: Team member, Media & Communication on Children's Rights: Backstopping the development of tools for monitoring and evaluation of children's radio programmes in West Africa within 'Kids Waves' Radio Project.
Desk -based International Media Support	2005: Facilitator, Planning and coordination of Zimbabwe Media Support Round Table
Palestine SIDA	2005: Team leader, Evaluation of a nine year project to develop a Mid-career journalism training institute in Palestine. Tracer study, impact assessment, donor mapping.

Mozambique UNESCO	2004 - 2006: Technical Adviser, 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.
Mozambique UNESCO	1998 - 2004: Chief Technical Adviser, Media Development Project in Mozambique (www.mediamoz.com): <ul style="list-style-type: none"> ➤ Management and Leadership of 14 person implementation team ➤ Developed strategies, concepts and implementation methods for: <ul style="list-style-type: none"> ○ National public broadcaster with ten provincial delegations ○ Independent print media sector ○ Community Radio - one by one and as a cooperating sector ○ School of Journalism ○ Short term Journalism training courses ○ Participatory strategic management coaching of media houses ○ Strategies for strengthening the role of women in the media ○ Strengthened HIV/AIDS coverage in national media including development of national HIV/AIDS communication strategy ○ Sustainability and Partnership strategies in various contexts ➤ Work with a variety of partners and organisations at all levels ➤ Management of USD 14 mio budget (incl. fundraising assistance)
Tanzania Danida	1998: Team member, 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.
Namibia Danida	1997/98: Team leader, 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.
Southern Africa SIDA	1997/98: Sole consultant, Appraisal: application from Media Institute of Southern Africa, Windhoek, Namibia
Russia (Kaliningrad) County of Bornholm, Denmark	1997: Sole consultant, 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.
Latvia County of Bornholm, Denmark	1997: Sole consultant, Creation of Information Unit in 'Adult Education and Information Centre', Dobele County. Assistance in identification of information needs, creation of information strategy. Training in communication planning and public information strategies, and public information and campaigns.
Senegal, Mali, France Danida	1997: Team leader, Joint mission with Dutch DGIS: Joint Review of PANOS Programme for Information Pluralism in Western Africa
Burkina Faso Danida	1997: Team leader, Review of FESPACO, Pan African Film & TV Festival, Ouagadougou, Burkina Faso.
Latvia, Estonia, Lithuania County of Bornholm	1996 - 98: Training consultant, 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.

Denmark Roskilde University Centre	1996 - 1998: Lecturer and coordinator, 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.
Namibia, Zambia, Tanzania, Swaliland Danida	1996: Team member, Tripartite Review of Media Institute of Southern Africa, Namibia.
Kazakhstan UNESCO	1996: Team leader, Review of Radio Max, Almaty
Kyrgyz Republic UNESCO	1996: Sole consultant, Preparation of workshops on 'Gender Sensitive Reporting' and 'Women and Power' for UNESCOs gender & media work in Central Asia
Kyrgyz Republic UNESCO	1996: Team leader, Mid-term evaluation of Women in Media Network of Central Asia
Europe-focus, desk-based AMARC-Europe	1996: Researcher, 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.
Europe-focus, desk-based AMARC	1995 - 1997: Advisor and member of executive committee (Action Group) of WIN-Europe (WIN: Women's International Network)
Baltic Sea Region Baltic Media Centre	1993 - 1996: Head of Information Department, 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
Denmark DanEduc Consulting	1992 - 1993: Head of Unit, 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.
Switzerland ILO	1989 - 1992: Head of Communication for Development Unit. Built participatory concepts and communication strategies into ILO projects. Developed courses & trained ILO staff in C4D and Strategic Communication. Coaching & leadership for field implementation of communication strategies (Asia, Africa, MENA). Selected activities: ➤ Backstopped and carried out analysis, advisory and evaluation missions of up to five weeks duration to Zimbabwe, Zambia and Swaziland in connection with

	<p>a project on "<u>Improved Livelihood of Disabled Women</u>: a promotional, regional project for Southern Africa".</p> <ul style="list-style-type: none"> ➤ Project manager, campaign coordinator, video producer: "<u>Women in technical trades</u>". ILO and the Commonwealth of Polytechnics in Africa. ➤ Planner and lead trainer of five workshops on <u>how to address and change FGM at community level</u>!. Participants included priests, imams and other opinion leaders from countries practicing FGM. ILO training centre in Turin, Italy. ➤ Planned and implemented part of a Regional Seminar on <u>Diversification of Women's Training and Employment</u> (Pakistan) about the South Asian Countries of Bangladesh, India, Pakistan and Sri Lanka.
Switzerland ILO	1988 - 1989: Team member, press department, Covered ILO activities in Africa in writing, regular contribution to ILO radio programmes and TV. Responsible for regular column in ILO magazine.
USA, India, Tanzania, Kenya, Denmark Multiple clients	1986/87: Communication adviser and video producer for development agencies, the Danish Ministry of Labour, the Danish Labour Movement, SAS and other private companies. Work included: <ul style="list-style-type: none"> ➤ Production of a 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 and empower people ➤ Lectures and teaching based on UN women's conference – issues, documentaries ➤ Video courses for unemployed women as tool to find self-confidence, way.
Denmark City TV, Copenhagen	1985/86: TV reporter, Daily news production on small community TV station based in the Danish Labour Movement. Responsible for research, reporting, editing, anchoring.
Denmark TV Bornholm, the Danish Labour Movement	1984/85: TV producer, Denmark's first, pioneer community TV station. Part of six 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
Denmark Nordic Secretariat for Cultural Co-operation	1984: Cultural consultant, responsible for the establishment of a Nordic Documentation Centre for Children's Culture, including field work in Iceland.
Denmark KVINDER, the magazine of the Women's Movement	1983/84: Assistant Editor to Danish periodical "Kvinder" (Women). Assisting the KVINDER collective in planning, organising and implementing all aspects of getting the periodical on the street once a month.
Europe: mission to most European countries AMARC	1982/83: researcher, coordinator, Advice 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.

Denmark Sokkelund Radio – Women’s Waves	1981-1984 (part-time, unpaid): 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". Trained new recruits - both on radio production in general and on specialised issues such as in-depth interview techniques, Feminist Journalism.
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15. Others:

SELECTED ELECTED FUNCTIONS and APPOINTMENTS OF CONFIDENCE:

2015 -	Member of International Association of Women in Radio and TV (IAWRT)
2014 -	Board member of Community Media Forum Europe (CMFE)
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

2014	Basic and Advanced Field Security Training – UN authorisation courses
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).

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) IV: Community Waves – five years later (2006)
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"
1987	"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.

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

16. Publications - print:

SELECTED WRITTEN PUBLICATIONS (not including consultancy reports):

2018	"Strategic Communication for Action and Change" A reader. By Birgitte Jallo. Published by EMPOWERHOUSE (forthcoming)
2017	"My experience with communication for development evaluations" in Handbook for Communication and Development for Social Change, Edited by Jan Servaes (forthcoming)
2015	"Quand des voix construisent la communauté: Radios communautaires et empowerment", par Birgitte Jallo, in Marie-France Soleil (ed.): "Vingt-cinq années et une vie". Karthage.

2014	"Reflections on a two-week global LinkedIn debate: Community participation for radio financial sustainability" by Birgitte Jallov and A. Sofie Jannusch, In: Glocal Times, # 21.
2014	"With the FM system in your Pocket – informing, entertaining, saving lives!" by Birgitte Jallov. An MICT publication on Radio in Development. MICT.
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
2010	"How-to Note" on Freedom of Expression and Independent Media, Published by Danida
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.

17. References:

Johan Romare; Director, Fojo (during many of my assignments – now Regional Director of Diakonia, Nairobi) / Phone: 0046.480446000 / Email: johan.romare@diakonia.se

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18. Personal data:

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