

CURRICULUM VITAE



1. **Family name:** Jallo
2. **First names:** Birgitte
3. **Nationality:** Danish
4. **Civil status:** Married
5. **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

6. 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

7. 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 – international council 1995-1996)
- * Action Aid Denmark (council member 2011-2020)
- * Danish Society for Int'l Development, Danish Association for Engineers (IDA) (since 2007 - 2019)
- * Magisterforeningen (trade union – since 1983 -)
- * World Association of Community Radio (AMARC) (since 1983 -); Women's International Network
- * 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 - 2009)
- * FAO expert panel on Communication for Development in rural development (2011 - 2020)
- * Community Media Forum Europe (CMFE) Expert Group – Board member since 2014. President 2019-2021)
- * International Association of Women in Radio and TV (IAWRT) (since 2015, Board member 2018 - 2020)
- * Coordinator, 'Rural Women and the Media' IAWRT Commission (2018 - 2020)

8. 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.

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

10. Years within the firms: EMPOWERHOUSE since October 2004.

11. Key qualifications:

Birgitte Jallov is a senior development professional with extensive experience in project management and evaluation through a lifetime of work in the world of development (75 countries and in more than 350 realities). Birgitte has worked ten years in the UN (4 years in ILO and 6 in UNESCO) and has worked with and within more than 50 different organisations, including bilateral funding organisations, agencies and CSOs not least as a development consultant for some 35 years, which has given her **a solid and nuanced understanding of different cultures, strengths and challenges**. In her **more than 45 evaluations, most in the capacity as team leader**, Birgitte has come to be recognized to effectively ensure participation by relevant actors in and around the given intervention evaluated, and to be ever **mindful to 'do no harm' through respectful engagement with realities**. This has been appreciated by her clients and the people and organisations evaluated alike, and **Birgitte forms part of a small core team of evaluation team leaders vetted by Sida**.

Birgitte's more than **25 years of experience in the area of media development, communication for development & empowerment, press freedom, civil society, human rights and gender**, has also included carrying out this work in **countries in conflict, post-conflict and in fragile states**. Broad experience in analysing communication needs, developing and designing, implementing and **evaluating communication strategies and development projects**. Since 1980 Birgitte has worked with women and gender as a cross-cutting theme and with community radio for development, **empowerment and social change**.

Powerful manager with capacity to instill teams with enthusiasm and direction. 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**. Extensive experience in carrying out needs assessment to design **capacity development** processes and to meet the needs identified **for institutional strengthening**, strategic planning and organisational development. Good results working with **awareness raising** including through **information and communication**.

Good combination of thorough experience with overall research and hands-on facilitation of participatory processes at grass roots level. **Policy analysis, design and reforms (including gender analysis, institutional, stakeholder analysis)**. 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.

Increasingly high-level work with **RBM and M&E**, Impact assessments and elaboration of strategic organisational M&E systems and tools. **Carried out more than 40 evaluations (ex-ante, interim and ex-post)**, reviews and impact assessments – most of these as team leader. Has been evaluated 7 times.

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, including **mainstreaming of cross-cutting issues** (community development, women & **gender**, SRHS, GBV, FGM, post-conflict transition of **media policy & practice, training & education**, health, HIV AIDS, **disabilities, Youth**, child rights and a **human rights-based approach**). Adviser to national and regional community radio networks; on boards and jurys. **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 **70 different countries** and within **more than 350 development** projects and programmes. Work experience from: Albania, Angola, Argentina, Australia, Azerbaijan, Bangladesh, Belarus, Belgium, Botswana, Burkina Faso, Burundi, Cambodia, Canada, Chad, Denmark, Democratic Republic of Congo, Egypt, Estonia, Ethiopia, Finland, France, Georgia, Germany, Ghana, Holland, Hungary, Iceland, Ireland, India, Indonesia, Italy, Jordan, Kazakhstan, Kenya, Kyrgyz Republic, Lao PDR, Latvia, Lesotho, Liberia, Lithuania, Madagascar, Malawi, Mali, Moldova, Mozambique, Myanmar, Nepal, Nicaragua, Niger, Nigeria, Norway, Pakistan, Palestine, Philippines, Poland, Russia, Rwanda, Senegal, Slovenia, South Africa, Spain, Sudan, Swaziland, Sweden, Switzerland, Tanzania, Thailand, Transnistria; Uganda, UK, Ukraine, USA, Vietnam, Yemen, Zambia and Zimbabwe.

AWARDS:

- 2022** **Lifetime Achievement Award for raising women's voices in the media.**
Women’s Institute for Freedom of the Press, Washington DC.
- 2022** **In appreciation of outstanding dedication and excellence.**
International Association of Women in Radio and TV (IAWRT).
- 2004** **In recognition of outstanding leadership and remarkable achievements.**
UNESCO and UNDP Mozambique.

12. 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

13. SKILLS PROFILE and COMPETENCIES:

- Project Evaluation**
- Invited part of the Core team of **Evaluation team leaders for Sida programmes** within the Sida-NIRAS partnership
 - Extensive experience in evaluations with more than 45 evaluations and reviews of development projects, programmes and interventions carried out – often team leader;
 - Birgitte has been evaluated 7 times herself as a project manager;
 - University Lectures about evaluation of theory and practice of media interventions;
 - Has written articles about how evaluation can help empowerment and sustainability of development efforts – partly based on own practice.
- 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 Logical Framework Approach and Results Based Management
- 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 based in personal warmth, openness
- Communication**
- 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 and Social change**
- Designing empowering participatory processes for community development
 - Creation of community radio for participatory development and social change
 - Design of research methods for community development and impact assessm’t
 - Empowering women (and women’s media) for action and change
 - Facilitating creative problem solving capacity through exemplary processes

14. Professional Experience Record:

Global Peter Lang	2026 - "When women break the silence – change happens" by Birgitte Jallof, in: Global Processes in Audio Content Creation. Editors: Dr. Emma Heywood, Dr. Richard Berry, Prof. Tanja Bosch and Prof. Kim Fox. To be published by Peter Lang 2026 / early 2027.
Europe Lattanzio Kips	2025-2026 – team leader: End-of-cycle evaluation of the European Media and Information Fund (EMIF) to determine whether and to what extent EMIF has contributed to build a more resilient and fact-based information ecosystem. EMIF aims to combat disinformation and promote media literacy across Europe by providing grants for research and other initiatives in these areas.
Global - Rowman & Littlefield Publishers	2026 – 'The power of – and the need for – community, ushering in the age of community media' which appeared in 'Community Media, Sustainability, and Crisis: Lessons from COVID and Beyond'. Rowman & Littlefield Publishers
Ethiopia, Senegal NIRAS/Sida	2025 – team leader: Formative End-of-Term Evaluation of Afrobarometer's (AB) regional program 2023-2025 to assess its continued relevance and effectiveness. AB is a pan-African, non-partisan survey research network that conducts public attitude surveys on democracy, governance, the economy, and society. (https://www.sida.se/en/about-sida/publications/end-of-term-evaluation-of-afrobarometers-regional-program-2023-2025)
Africa Media Meltdown Coalition	2025 – As a member of the Media Meltdown Commission and Code Africa. (https://bit.ly/3YKh2Y2), contributed to the commission's critical research on community media sustainability and resilience in Africa.
Global, USA UN	2025 – Participation in the Commission on the Status of Women at the UN in New York City. Panel presentations on the present level of women's participation in the media; how women's organisations react to the increasing online harassment of investigative women journalists and media workers.
Global IAWRT	2025 – Review the media-related Section J of the Beijing Declaration and Platform for Action and relevant follow-up research, documentation and events in preparation of participation in global events celebrating the 1995+30 of the platform including for presentations in the UN during CSW69, March 2025.
Spain, Europe RICCAP	2024 – Researcher for and author of background article on the situation of community media in Europe. Appeared in RICCAP's 2024 annual report (February 2025). Spanish version: ' El estado actual de los medios comunitarios en Europa '
Bangladesh NIRAS/Sida	2024 – team leader: Evaluation of the Swedish Embassy in Dhaka's support to Women's Rights Organisations and UN Women's work in Cox's Bazar, to document results achieved, effectiveness of the contribution and to identify areas of necessary adjustments or new direction. (https://cdn.sida.se/app/uploads/2024/08/13134122/62720_DE2024_17_Evaluation-of-Swedens-support-to-Womens_WEB.pdf)
Austria COMMIT	2023-24 – conference planner and co-convenor: Conceptual development and planning of one day all-European conference with a focus on community media as platforms for community engagement, MIL and public health literacy
Albania NIRAS/Sida	2023-24 – team leader: Evaluation of Heritage for People Phase II, Albania – Cultural Heritage without Borders focusing on Sida's support in the past and on CHwB's onward strategic development path.
Ghana New Narratives (NN)	2023-24 – International M&E adviser to the "Excellence in Clean Air Reporting" project: Oversee M&E in NN Project in Ghana; Provide remote and on-site mentoring of Ghanaian Evaluation team member: activities and reporting.
Georgia NIRAS/Sida	2023 – team leader: "End-Term Evaluation of UN Global Compact Network Georgia (UNGCNG)" focusing on Sida's support to the UN Global Compact Network Georgia; Corporate Sustainability and SDG integration in private sector
Namibia FESmedia Africa	2023 – lead community media expert in 'Information and Communication Rights in Africa 2023 Conference': https://fesmediaregionalconference2023.com/

Denmark EU and COMMIT	2023 – Workshop planning and management and facilitation/training of 2-day workshop on community engagement in community media programming. Lead editor and researcher for report: https://e3jlive.cdn.prismic.io/e3jlive/e1f10f78-cdc6-49e3-8a03-3026ef9e6730_E3J_Report_Summary_final_20230224.pdf
Denmark SAML	2023 – Keynote speaker in 40-year anniversary celebration of community media in Denmark (as one of the midwives and pioneers of the movement in Denmark)
Mozambique NIRAS/Sida	2022 – team leader: “End of Project Evaluation of the Ipas project: Expanding women’s and girls’ access to comprehensive abortion and contraception care in Nampula and Zambezia provinces in Mozambique”- a SRHR project
Global EMPOWERHOUSE	2022 - 2024: Development and roll out of podcast series ‘Women on the Global Community Airwaves’ – showcasing individual women in community media around the world, sharing their stories and experiences. Launch March 8, 2023
Global – Moldova IAWRT	2022 - 2023: Within IAWRT’s global Digital Safe House programme, leading the work to design, prepare and coach onboarding staff for a one-stop-platform in support of women journalists facing online and on-site threats and harassment.
Moldova International Media Support	2022: Elaboration of MIL awareness raising programme to be implemented by the Moldovan Librarians’ Association. Design includes development of manual, training materials, programme and conduct of training in Chisinau.
Europe EU / RSF / CMFE	2022-2024: Project Manager, Researcher and Author of a study of Public Health and Community Media in four European Countries. Grant manager and responsible for developing an online learning resource on this all. www.e3j.org
Global Cameco	2022 - 2023: Part of multi-year process in Community Media Expert Group convened by CAMECO to develop effective methodology-tool for assessing sustainability and impact of local media in – initially - Africa.
Global NIRAS / Sida	2022 - 2025: Contracted as part of the NIRAS core team of Sida evaluation team-leaders for the ‘Framework agreement for Sida Evaluations’
Africa Friedrich Ebert Stiftung – FESmedia Africa	2022: Researcher and author of two policy publications within fesmedia Africa’s Perspectives series on “Community Radio’s role in sub-Saharan Africa”: (i) Community Media for Development and Change; (ii) Community Media for community-driven access and rights”, including focus of community radio’s potential as a platform to address and help preserve the intangible cultural heritage – and with it local community traditions, languages and cultures.
Europe European Commission	2022-24: Programme manager E3J - with RSF, FPU, COPEAM, COMMIT on behalf of CMFE, a two-year project to increase access for all media actors via a single entry to each other, to existing and new networks – for a free press. Core focus area for our organisation is Public Health and MIL in/through community media.
Europe CMFE / ERASMUS	2021/23: Trainer, facilitator, partner in European programme to map, analyse and extract best practice in Media and Information Literacy (MIL) in community radio (MILES).
Eastern European Partnership International Media Support	2021: Member of the Independent Selection Committee of the <u>New Democracy Fund</u> (NDF), with a mandate to contribute to ensuring an open and transparent evaluation and approval process of the two funds under the NDF. Countries eligible are: Azerbaijan, Belarus, Georgia, Moldova, and Ukraine.
Moldova Swedvelop/Sida	2021/22: Responsible for organisational development support and facilitation of CSOs within the Swedish Embassy’s programme for strengthening the Civil Society in Moldova. Special focus on the Librarians’ association and union.
Liberia TANA/Swedish Embassy, Liberia	2021: Team-leader of a Liberia Media Landscape Assessment, focusing on if and how Sweden can strengthen independent, professional media and its role in enhancing and protecting human rights, transparency and accountability.
Global Hivos/Sida	2021: Team-leader of the evaluation of the Sida supported Hivos Arts and freedom of expression programme in Southern & Eastern Africa and the Middle East, titled “ <u>R.O.O.M - Freedom of Expression in the 21st Century</u> ” providing grants, events and networking for creative ‘makers’ to create new contemporary narratives and extend the narrowing space for freedom of expression.

Denmark Bornholm's youth school	2020/21: Initiator, developer and programme manager of an internet platform-based youth radio: 'Bornholms Ungdomsradio' (approach, design, training and implementation). Developed for/with Bornholm's youth school (Ungdomsskole).
Cameroun UN women, IAWRT Cameroun	2020: Planning of a women's community radio in Barka-Bantu Community where Gender-based violence is rampant. The radio – and all the work around it – will aim to empower women and build the basis for gradual social norms' change.
Denmark Radio Hellebro	2020: Initiator and developer of internet platform-based 'Homeless Youth Radio'. Developed in close cooperation with youths using the services of the Hellebro establishment (development of the concept, approach, design, facilitation and implementation). (https://hellebroen.dk/)
Moldova Sweddevelop/Sida	2020: Lead responsible for developing training course for CSOs in 'Advocacy Communication' an 'Internal Communication and Coordination'. Trained a Coalition of CSOs working in the fields of GBV and women's rights advocacy, resulting in advanced drafts of strategies for internal communication; Advocacy and external communication.
Denmark Svanekegaarden	2019/21: Team leader of System-based Audit of the Cultural Centre of Svanekegaarden, including an assessment of the organisation's internal management; organisational structure; management of operations; and financial management and control, resulting in recommendations for needed modernization of organisational structure. Lead the transformation process.
Slovenia European Union VOA	2020: Development, design and implementation of a workshop for Radio Student, Ljubljana, about effective multi-cultural minority broadcasting within the CMFE 'New Neighbours' framework.
Transnistria Sweddevelop/Sida	2020: Lead responsible for developing training course for CSOs in 'Advocacy Communication' an 'Internal Communication and Coordination'. Trained a Platform of CSOs working in the fields of GBV and women's rights advocacy, resulting in advanced drafts of strategies for internal communication; Advocacy and external communication.
Global- Europe UNESCO Chair on Community Media	2020: Responsible for conceptualization, development, hosting and evaluation of European part of a global series of online dialogues on development of community media globally in and around the Corona period – and beyond. Initiated and led by Hyderabad-based UNESCO Chair on Community Media.
Global EMPOWERHOUSE	2020: Development of online training courses for CSOs in organisational development and strategic planning as well as in Financial Sustainability.
Tanzania FCG Sweden/Sida	2019-2020: <u>Evaluation of FEMINA HIP</u> , a 20-year-old organisation supporting the development of an informed, empowered and engaged youth in areas of Sexual and Reproductive Health and Rights, Environment, Economic Empowerment and Civic engagement & citizenship. Field work in Dar Es Salaam, Dodoma and Mbeya
Sweden Malmö University	2019: Lecture and workshop with students of 'Communication for Development' (C4D) Master Studies on methodologies for evaluating C4D – with test case.
France Council of Europe	2019: Expert participation in the Steering Committee on Media and Information Society (CDMSI) with responsibility for community media.
Moldova Sweddevelop/Sida	2019: Responsible for developing training course for CSOs in 'Communication and Visibility', strategic communication. Trained five CSOs working in the fields of environment, legal advocacy, economic development and LGBTI rights.
ZAMBIA NIRAS Sweden /Sida	2019: End of Project Evaluation of the <u>BBC Media Action project "Radio Waves & Tikambe Projects in Zambia"</u> – focusing on SRHR_

DRC Fondation Hirondelle /Sida	2019: Teamleader of the end evaluation of the DRC-wide project “Increase people’s participation to public life in and around election periods through stronger Congolese media”, focusing on active engagement by youth and women. Visit to radio and TV stations and FGDs with audiences in Lubumbashi, Kolwezi, Boma, Mbanza-Ngungu and Kinshasa; consultations with donor organisations and media organisations (official and NGOs).
Germany, Ireland, Hungary CMFE, EU	2019: Lead responsible for development of a certification system for European Community Media training as part of a programme run by AMARC-Europe and CMFE, funded by the EU.
Moldova Sweddevelop /Sida	2019-2021: Lead responsible for building organisational capacity and sustainability in CSOs, including women’s and media organisations. Supporting CSO strategic planning, organisational development and general capacity development.
USA IAWRT, UN Women	2019: Represented IAWRT at the annual Commission on the Status of Women, advancing the role of community radio/media. Collaboration with UN Women and Women Deliver
Global IAWRT	2019: Team leader of participatory process to develop IAWRT’s (International Association of Women in Radio and TV) first strategic plan.
Southern and Eastern Africa UNICEF	2018-2019: Lead researcher in nine-months assignment to develop a diagnostic assessment of C4D in 21 country programming and operational structures in UNICEF in Eastern and Southern Africa. Development of operational guideline.
Ukraine MFA, Germany	2018: Contribution to process of developing community media in Ukraine. Taking part in International Conference for experience sharing and inspiration. Key-note
Niger / Sahel IMS, Danida	2018: High-level Community Media Expert input to IMS Sahel Regional Meeting in Niamey. Implementation recommendations, best practice, tools and techniques for sustainability and change. Separate session on financial sustainability.
Tanzania UNESCO	2018: Team leader planning and implementation a 10-day Training-of-Trainers-and-Mentors to implement Capacity building programme built up earlier 2017-2018 for UNESCO community and local radio partners. Elaborate onward roadmap for clustered training workshops and station-by-station mentoring processes. Support materials developed for the whole process.
Uganda IAWRT	2018: Conference moderation including leadership of section on ‘Rural women and the Media’, organisational development and strategic planning of IAWRT and community media discussion with field visit to Mama FM.
Rwanda ADRA Denmark	2018: Team leader of the End-Evaluation of the Action for Social Change programme in Rwanda (https://www.adra.dk/images/Media/pdf/2018_Rwanda_End_Evaluation_of_ASC.pdf)
Indonesia EMPOWERHOUSE /UNDP	2018: Lead in a ‘community radio for empowerment’ agenda through organisation of workshops, meetings and participation in management summary workshops of the SBCC Summit, April 2018. (Social Behaviour Change Communication)
Europe CMFE	2018: Team leader in the participatory board process to develop a first strategic plan for the Community Media Forum Europe.
Myanmar IMS / Scandinavian countries	2018: Assessment and advisory services around the situation of the community radio component of the IMS media development programme in Myanmar. Elaboration of onward roadmaps for sustainable community radio.
USA IAWRT	2018: Represented the International Association of Women in Radio and TV at the 62 nd UN 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: Lead strategist and developer: 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.
Vietnam Fojo	2017: Lead facilitator in 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 Institute network.
Lao PDR Fojo	2017: Lead planner and conceptual developer of enhanced M&E strategies (including Appreciative Inquiry), planned and facilitated workshops on Strategic and Business planning.
Thailand Fojo	2017: Plan and lead 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. Lead 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: Team leader of 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: Team leader, facilitation of 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: Team leader evaluation of UNICEF C4D capacity development; integration and mainstreaming; and evaluability of the UNICEF Country Office in Vietnam
Kyrgyzstan UNICEF / Itad	2016: Team leader 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: Developed 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: Lead Assessor 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: Planning global AMARC 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: Lead facilitator, finalisation of Nigeria's EITI communication strategy, elaboration of detailed work plan and ToT for NEITI Communication Focal Points
Jordan UNESCO	2015: Preparation and 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: Team leader end 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: Team leader, mapping of community radio and development of an approach for strengthening a sustainable community radio sector.
Indonesia UNDP	2015: Team leader, Mapping community radio environment with the plan to invite high level Myanmar government officials on study visit to learn
Zimbabwe Fojo Media Institute	2015: Team leader, 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: Team leader, planning, organisation and moderation of a 5 day Training of Trainers for CSOs from Yemen.
Desk-based GiZ	2014: Lead developer and drafter of a manual for CSOs in Yemen on Strategic Communication and Campaign Planning, Training of Trainers guide and tools
Vietnam Danida	2014: Team leader, final review of Journalism training programme to local TV stations in Vietnam
Ukraine GiZ	2014/2015: Lead 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: Lead conceptual developer, Planning, organisation and moderation of a five-day Training of Trainers for CSOs from Yemen.
Zimbabwe Fojo Media Institute	2014: Lead conceptual developer, 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: Lead developer of a manual for CSOs in Yemen on Strategic Communication and Campaign Planning, Training of Trainers guide and tools
Denmark International Media Support	2014: Responsible for 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: Lead conceptual developer, planning, organisation and facilitation of advanced community radio management workshop for all community radio initiatives in Zimbabwe.
Zimbabwe Fojo Media Institute	2014: Training and coaching support of Federation of African Media Women, Zimbabwe in proposal writing, Logical Framework Approach, etc.
Germany CAMECO	2014, Lead conceptual developer, planning, organisation and moderation of a 10-day online debate on Community Radio Sustainability in French, English and Spanish on different social media platforms
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: Team leader, 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: Lead conceptual developer: Development and implementation of a workshop with tailored materials, and coaching of Civil Society Organisations on Strategic Campaign and Communication Planning.

Nigeria GiZ	2013: Lead advisor and support to 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: Lead conceptual developer, development of a training course to match Fojo-partner level of insight into RBM & Logical Framework Approach, plan, manage and carry out course as trainer. Follow-up on revisions by mail.
Yemen GiZ	2013: Lead conceptual developer, 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: Lead conceptual developer, 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: Lead conceptual developer, 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: Lead conceptual developer, Development of Guideline for strategic communication within Extractive Industries Transparency Initiative and training materials based on guide
Zimbabwe Fojo Media Institute	2013: Lead conceptual developer, Development of Knowledge Management Information System framework for Swedish Media Development Support in Zimbabwe, Strategic Planning, RBM advice.
Vietnam Danida	2013: Team leader, Midterm-review of Journalism training programme to local TV stations in Vietnam.
Zambia, Malawi, Zimbabwe, Swa- ziland, 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: Team leader, Development of Assessment, Community Radio Strategy, Implementation plan and Sustainability Guide for major USAid Media Strengthening Programme in Moz.
India Options	2013: Team leader, 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, Lead conceptual developer, marketing, fundraising, producer, 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	2012: Team leader, Midterm review of C4D project using radio to curb violence against women

ADRA Denmark	
Uganda Triple Line in Consortium with Crown Agents for DFID	2012: Lead consultant, Design of Knowledge Management Systems, Communication & Outreach Strategies at inception of 5-year 'Health Sector Accountability Project'
Burundi ADRA Denmark	2011/12: Lead 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: Lead consultant, Finalisation of project result framework and elaboration of Logical Framework Approach
Libya International Media Support	2011: Lead consultant, Elaboration of project document for Media Development Programme in Libya.
Ethiopia, Rwanda, Ghana UNECA	2011: Team leader, 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: Team leader, Evaluation: Breaking the silence. Children engage in dialogue on HIV/AIDS through radio
Desk-based UNDP, Oslo Governance Centre	2010: Lead consultant, 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: Lead consultant, Elaboration of effective evaluation methodology and tools, statistics, reporting.
Russia (St. Petersburg) Moscow Helsinki Group, Russia	2010: Lead consultant, Conduct Logical Framework Approach workshop to feed into the project formulation on human rights.
Vietnam Danida	2010: Team leader, carry out Training Needs Analysis of 5 selected Vietnamese provincial TV stations as a basis for developing a training programme focusing on 'Public Service Broadcasting'. This would be used as tender basis.
Belarus, Ukraine, Lithuania, Azerbaijan Danida	2010: Team leader, "Media and Democracy Programme: Central, Eastern Europe, Caucasus" - review of IMS ENR programme
Denmark Danida	2010: Lead consultant, Elaboration of 'How To Note' on Freedom of Expression and Independent Media.

Denmark Svanekegaarden, Denmark – international cultural centre	2010: Lead Consultant: 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	2010: Lead 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, conducted three roundtables, panel discussions on community radio monitoring and evaluation, community radio Wiki, and community radio networks.
Ghana UNDP, Oslo Go- vernance Centre	2009: Team leader, 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 IMS	2009: Team leader, review of one of three Zimbabwean exile radio stations: content analysis and impact assessment, elaborate forward-looking development strategies (IMS = International Media Support)
Palestine Fojo Media Institute	2009: Team leader, Capacity building of Birzeit Media Development Center management team in the areas of RBM and Logical Framework Approach. Training and coaching. Finalise programme proposal.
Germany CAMECO	2009: Lead 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: Lead 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 Go- vernance Centre / UNDP Bangkok Regional Office	2009: Lead 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: Lead M&E 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: Lead 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: Lead M&E consultant, Elaboration of RBM system around new MENA media development programme. Facilitation of workshop with regional partners: intro to RBM and validation of Logical Framework Approach.

Angola PROMEDIA	2008/09: Team leader, Coaching of a team of media practitioners in elaboration of strategic plan and sustainability /partnership strategy ('PROMEDIA – Communication for sustainable development')
Palestine Fojo Media Institute	2008: Lead consultant, Coaching of a team of Birzeit University Media Development Centre in revision of strategic plan, elaboration of sustainability strategy
Chad Equal Access	2008: Team leader, 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: Team leader, 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: Lead 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 Mozambique, Madagascar, Nepal Ghana, Lao PDR,	2007 – 2009: Team Leader 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.
Global CFSC Consortium	2007 - 2009: Team Leader, Pilot test 'Communication for Empowerment' methodology; elaborate national 'Information & Communication Audits' in 3 African and 2-3 Asian countries.
Lao PDR UNDP	2007/08: Lead consultant, Facilitation of the establishment of a sound and sustainable basis for community radio in Laos including the participatory development of a strategic plan. Focus on culture in general and cultural heritage specifically, to strengthen local identity and to mend broken social tissue. 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
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	2006: Lead consultant, Institutional coaching and organizational support - Ongoing general advice and support, among others QA support for Austrian funding. (FORCOM is the "Forum for community radio stations in Mozambique"
Mozambique UNICEF and FORCOM	2006: Lead consultant, Organizational Set-up and Procedures' Manual Mozambique for community radio network/FORCOM.
Mozambique Austrian Development Cooperation	2006: Team leader, 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: Lead consultant, Fundraising research with Nordic Donors: Research and strategic assessment of a potentially widened range of donors in NiZA's existing partnerships
Mozambique FORCOM	2006: Lead consultant, Institutional coaching and organizational support – on-going general advice and support, among others quality assurance support for Austrian funding. (FORCOM, Forum for community radio in Mozambique)
Mozambique Danida	2005 - 2007: Lead 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: Team leader, 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 IMS	2005: Facilitator, Planning and coordination of Zimbabwe Media Support Round Table (IMS = International Media Support)
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 ➤ Extensive focus on opportunities to address post-conflict & post-war challenges through engagement at community level with cultural heritage facilitation ➤ 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: Team leader, Appraisal: application from Media Institute of Southern Africa, Windhoek, Namibia
Russia (Kaliningrad) County of Bornholm, Denmark	1997: Lead 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: Lead consultant, Creation of Information Unit in 'Adult Education and Information Centre', Dobeles 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: Lead training consultant, Development, execution, evaluation of training courses: Project design and Project Management (including Logical Framework Approach 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, Swaziland 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: Team leader, 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: Lead 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: Chief of Information, 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 WID and 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 Field work in: Ghana, India, Italy, Kenya, Malawi, Pakistan, Zambia, Zimbabwe, Swaziland	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: <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: a promotional, regional project for Southern Africa</u>". ➤ 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.

	<ul style="list-style-type: none"> ➤ 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.
Denmark KULU Women and Development	<p>1980 – 1988: Volunteering with KULU women and development to design information programmes about women and girls in developing countries in Denmark and beyond in general. Three special travelling assignments were:</p> <ul style="list-style-type: none"> • As part of KULU I took part in the Women’s CSO forum of the UN conference in Nairobi 1985 and prepared 5 documentaries about women’s lives in Africa and how women work with media and communication. • I travelled to India in 1986 and developed a series of documentaries about how women receive Western Aid, and what they think about it. • Upon return this was presented in a thematic high level meeting with Danida, where the video was the basis for adequacy of development assistance to these organisations. • I travelled to the Philippines and did a video production about three generations of women’s CSO organising and lives. • I travelled around Europe to present these and moderate a discussion
USA, India, Tanzania, Kenya, Denmark Multiple clients	<p>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:</p> <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. Developed 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-op.	1984: Cultural consultant, responsible for the establishment of a Nordic Documentation Centre for Children's Culture, including field work in Iceland.
Denmark KVINDER, maga-zine of the Wom-en’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 Denmark’s first Community Radio station in Copenhagen. 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.

15. Others:

SELECTED ELECTED FUNCTIONS, APPOINTMENTS OF CONFIDENCE and AWARDS:

2022	Lifetime Achievement Award given by Women’s Institute for Freedom of the Press in recognition of a lifetime of work at the service of ‘Women and Media’: strengthening women’s voices and roles in the media, including a special emphasis on women’s role in community media (Washington DC, Oct 23, 2022)
2021 -	Board member in ‘Svanekegaardens Venner’ support association
2019 - 2021	President of the board of Community Media Forum Europe (CMFE) Board
2015 -	Member of International Association of Women in Radio and TV (IAWRT) Board member and responsible for ‘Institutional Development WG’ 2018-2021
2014 - 2021	Community Media Forum Europe (CMFE) Board member
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
2004	Certificate of Appreciation for outstanding leadership and remarkable achievements given by UNESCO and UNDP after six years as CTA in Mozambique
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

2021	How to develop and market podcasts
2021	Digital editing of radio programmes and podcasts
2020	How to launch online training courses (3-week intensive)
2014; 2019	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):

2026	"When women break the silence – change happens" by Birgitte Jallo, in: Global Processes in Audio Content Creation. Editors: Dr. Emma Heywood, Dr. Richard Berry, Prof. Tanja Bosch and Prof. Kim Fox. Publisher: Peter Lang (forthcoming)
2025	"The power of – and the need for – community, ushering in The age of community – and of community media" (forthcoming late 2025 in: Community Media, Sustainability and Crisis, Ed. by S.Scifo and A.Obaoill)
2025	"El estado actual de los medios comunitarios en Europa", in RICCAP Annual Report 2024. Pages 20-27
2022	"Women on the Air – A contribution to the history of women in community radio in Europe" (in: Women and Broadcasting History)
2022	Community Radio's role in sub-Saharan Africa – fesmediaAfrica 'Perspectives' series:
2022	• Community Media for Development and Change (November 2022)
2022	• Community Media for community-driven access and rights (November 2022)
2021	<u>Speaking for yourself, finding the way forward together - When the community takes charge</u> , by Birgitte Jallo, in Matrices' special issue on the occasion of Freire's 100 years (pp 251-257)
2020	<u>Growing up with and within an emerging field. A professional-personal development story</u> . By Birgitte Jallo; in: Learning from Communicators in Social Change - Rethinking the Power of Development, ed. Jan Servaes (Pp. 145-171)
2018	"Strategic Communication for Action and Change" A reader. By Birgitte Jallo. Published by EMPOWERHOUSE
2015	"Quand des voix construisent la communauté: Radios communautaires et empowerment", 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 Jallo and A. Sofie Jannusch, In: Glocal Times, # 21.
2014	"With the FM system in your Pocket – informing, entertaining, saving lives!" by Birgitte Jallo. An MICT publication on Radio in Development. MICT.
2012	"EMPOWERMENT RADIO – Voices building a community", by Birgitte Jallo 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 Jallo 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** Head of Cooperation, Swedish Embassy in Liberia; Email: johan.romare@gov.se
- Ronni Goldfarb** President and Director, Equal Access / Phone: +1-415-625-4516 / Email: rgoldfarb33@gmail.com
- Tim Schloesser** Programme Manager, GIZ / Email: tim.schloesser@giz.de

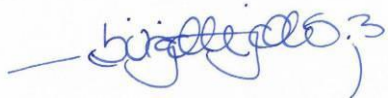
18. Personal data:

Name:	Birgitte Jallo
Address:	Krogegaard, Gudhjemvej 62, DK3760 Gudhjem, Denmark
Mobile	0045.61 54 67 61
Skype:	birgittejallo
E-mail:	birgitte@empowerhouse.dk
Web:	https://empowerhouse.dk

19. Signature:

I confirm the above to be the truthful presentation of my work experience,

June 2025,

A handwritten signature in blue ink, appearing to read "Birgitte Jallo", with a horizontal line extending to the left.

Birgitte Jallo