

## **Firas Budeiri**

Proposed role: Project Director

Firas has more than fifteen years of experience in implementing and directing projects related to conflict, security, stabilization and peacebuilding. He has worked with well-known international organizations such as CARE, Save The Children, IOM and the Danish Refugee Council, which has provided him with hands-off in international development in the Levant, including Syria.

### **Experience:**

#### **ARK Group DMCC, MENA Programme Director, Nov 16 – Present**

Firas is responsible for providing strategic leadership and management to ARK Group MENA Country Managers and Programme Managers; working in collaboration with the CEO; identifying, encouraging, pursuing and securing business development opportunities for the ARK Group; in addition to developing and maintaining professional relationships with key counterparts across the region including donors, members of the diplomatic community, researchers, host government officials, and development and humanitarian counterparts as well as potential commercial and consortia partners.

#### **Independent Consultant, March 16 – Oct 17**

Firas provided consultancy services to Shafak as an interim CEO and CARE International in Turkey on programme implementation, M&E, and partners' engagement and last as interim Programme Manager for Syria Cross Border operations.

#### **Save the Children, Deputy Country Director, Syria July 2014- March 2016**

Overall management of Finance, HR, Logistics and Admin functions. Supporting and leading Country Office staff to ensure the effective preparation and rapid quality response to any emergency; Assist the Country Director in the management /administration of the Country Office resources including the formulation of country work program and resource allocation, providing effective support and guidance to the Senior Management Team and other key program staff; monitoring implementation of donor agreements and resource utilization. Highlight variances, provide analyses and recommend resolution or reallocation of resources. Support scale up of operations in new geographic areas, including programming in Turkey. Provide guidance and support in assuring the safety and security of Save the Children facilities, assets, and motor pool in collaboration with Safety and Security Staff. Lead Country Office Emergency Preparedness and Contingency Planning in collaboration with the Senior Leadership Team (SLT).

#### **CARE Canada – Emergency Response Manager, Oct 13– Jul 14**

The ERPM is a member of the Humanitarian Assistance and Emergency Team (HAET), which is part of CARE Canada's International Programs Unit. The position is part of CARE International's Rapid Response Team and is deployed 65% of the time. The position is primarily responsible for providing practical program and operational support to country offices' staff through rapid deployments and remote support, raising program implementation and logistics capacity, coordination with senior sector specialists on support to core sectors, and guiding and evaluating CARE's work and contributing as appropriate to CARE International's overall humanitarian policies and strategies. Deployments to **Philippines** Typhoon Haiyan Relief efforts (Nov 13 - Jan 14) and **South Sudan** (Post the eruption of the last cycle of violence in Jan 14 – Jul 14)

#### **Danish Refugee Council, Dadaab, Kenya – Area Manager, Oct 12 – Oct 13**

Firas' overall responsibility for DRC's operations in Kenya's North Eastern Province (NEP) including Dadaab program design, implementation and reporting, security, support functions, personnel management, funding and budgetary functions, in addition to lead strategic planning and program development, ensuring that operations are implemented within DRC's regulations, procedures, guidelines and strategies; enabling a productive and accountable relationship with beneficiaries, members of the local and refugee community, relevant GoK, L/INGO and UN agencies; in addition to providing direct management of senior program, support and security staff; provide overview management for the entire NEP/Dadaab team.

**International Organization for Migration (IOM) -Acting Head of Sub Office- Aden, Yemen Aug 2012- Oct 2012 and earlier Head of Sub Office-Benghazi, Libya Jul 2011- Aug 2012**

Responsible for programme development, planning and implementation of IOM activities in the Sub-Office and carrying out duties related to the Organization's emergency and post-crisis activities. Ensure the relevance, efficiency and functionality of the IOM programme including finance and administration, reporting, logistics, management and monitoring evaluation, in line with IOM mission guidelines. Core functions include: Develop and maintain liaison with local authorities and implementing partners/ donors aimed at coordinating/ facilitating the implementation of ongoing activities and promoting new activities. Manage the operational, human resources, administrative, budgetary, and financial activities of the sub-office in line with IOM's rules and procedures, and in close coordination with IOM's regional office. Establish a comprehensive monitoring and evaluation framework for IOM programmes, including activities, indicators, results, and outcomes, and ensure that each project activity is compliant with its donor and IOM financial and reporting requirements. Identify gaps, operational challenges, and constraints and identify, and put into place, relevant and viable solutions. Seek collaboration with Government offices, UN organizations and NGOs. Identify programmatic and funding opportunities that are in accordance with the IOM mandate and are relevant to IOM's strategic framework in Libya and then Yemen.

**CARE West Bank and Gaza – Operations Manager, 2007 – Dec 11**

Firas started his career with CARE in 2004 till becoming operations manager in 2007 till 2011. As a manager, he was responsible, among others, for oversighting the overall operational support of CARE in the West Bank and Gaza emergency and developmental interventions; as well as Participating in the partners' selection process including designing the appropriate assessment tools, setting the selection criteria, and supervising the NGOs facility assessment; in addition to Representing CARE in WBG and attending regular inter-agency meetings and coordinating activities with other agencies, NGOs and government bodies engaged in emergency relief activities, staff on the ground at project sites, transporters, shippers, clearing agents, surveyors and keep all involved well informed on the status of commodities

**Education:** Bsc. Pharmacy, Applied Science University, Amman, 1997

**Languages:** English, Arabic, working ability in French

## **Julia Mills**

Proposed role: Component lead, Civilian Voices strand

Julia has worked with ARK since March 2017 as the Communications Programme Manager running HMG's Grassroots project. During this time she has also designed and run a media capacity-building project for the Idlib City Council, in partnership with SRM. Julia joined ARK with more than ten years of experience as an international broadcast journalist, producer, and filmmaker in a career spanning both established news organisations and media start-ups. Julia has been based in Turkey since 2015. Her experience with the Turkish-run news channel TRT World has given her a unique insight into Turkish politics and society, during a particularly tumultuous period, and a deep understanding of the challenges this represents for HMG's Syria programming. She brings communications expertise based on strong editorial judgement, excellent writing skills, visual creativity, and high production values. She has experience of all types of broadcast media and formats, including online.

### **Experience:**

#### **ARK Group DMCC, Communications Programme Manager, Mar 17 - Present**

Managing ARK's longest-running programme in Syria, the Grassroots media support programme, funded by HMG.

#### **TRT World, Istanbul – Executive Producer and Program Editor, May 15 – Mar 17**

- A member of the core editorial team that launched the channel, playing an active role across several departments, including developing, piloting and launching program strands, field producing, reporting, news planning, and training.
- As Executive Producer: taking senior editorial responsibility for the channel's output; managing a team of up to twenty producers, whilst also acting as a senior point of contact for all other departments including field teams; setting the course for the daily news coverage, and adapting it as stories break and develop.
- As Program Editor: leading a team of around ten producers to build live news programs, and take them to air, including directing gallery output during breaking and rolling news, developing coverage plans, and directing correspondents and presenters.

#### **Freelance journalist, producer and filmmaker, 2013-2015**

Various production, writing and communications projects, including several documentary projects, producing high-budget advertising films, and acting as a Communications Advisor to the British Council in Qatar.

#### **Al Jazeera English, Doha – Assistant Program Editor & Output Producer, 2008-2012**

- As Assistant Program Editor: working closely with the program editor to build news programs and oversee all aspects of news output, including supervising producers, sub-editing scripts, and live gallery output.
- As Output Producer: Responsible for production of assigned stories and sequences, including: writing and voicing in-house reports, picture editing, developing graphic treatments, and liaising with correspondents to plan live sequences.

#### **BBC World Service Radio, London - Producer, News and Current Affairs, 2006-2008**

- Working across several different programs including the World Service's flagship current affairs programme, Newshour. The producer role included pitching stories and treatments; finding guests; briefing the presenters; audio editing and studio output.

### **Education:**

**Magdalen College, University of Oxford, 1998 – 2001**

MA (Oxon) Politics, Philosophy and Economics (2:1)

**University College Falmouth, Cornwall, 2005 - 2006**

MA in Broadcast Journalism

**Languages:** English (native), Spanish (intermediate)

## **Zeina Awad**

Proposed role: Media Capacity Building SME

Zeina Awad is an expert in media and production - both in traditional and social media - based on extensive journalistic and investigative work in the Middle East, East Africa, and the Americas. She has a track record of maintaining an international network of sources and of providing analysis and confidential advice to national governments and private entities on compliance and capacity building, as well as extensive experience working in hostile and high pressure environments.

### **EXPERIENCE**

#### **International correspondent, TRT World, Istanbul, Turkey, November 2015 – Present**

- Appointed as part of TRT World's senior start up team hired to establish the network's English language international news channel, build its editorial and newsgathering operations, and provide training to junior staff members.
- One of the network's lead reporters on the Middle East. Coverage includes regional armed groups in the Middle East, the Syrian conflict, the fight for Mosul, violence in South Sudan, threats to peace and security in Somalia, the U.S. presidential election, Europe's refugee crisis, peace and security in Afghanistan (upcoming), Libya at a crossroads (upcoming).
- On air political analysis, live and pre-recorded reporting, team leader in the field and on all editorial matters.
- Training junior reporters and producers in information gathering, presenting, and writing skills; providing seminars on "responsible journalism," "reporting: the basics," and "media ethics" to interns and junior producers.

#### **Expert, United Nations, Nairobi, Kenya, September 2013 – October 2015**

- Appointed by the UN Secretary General to a panel of independent experts mandated to investigate sanction violations in Somalia and Eritrea and report to the Security Council.
- Was the lead expert in investigations into trans-national armed groups in East Africa, sanctions violations and the Yemen war, cross-border weapons movement between the Sudan and Eritrea.
- Negotiated access to sources and information with Member States, non-state actors, and UN agencies, and worked towards building international consensus on key aspects of the mandate, issued draft guidance to governments and businesses on sanctions and compliance.
- Traveled extensively across Africa, Europe and the Middle East to develop and maintain a confidential network of sources including government officials, diplomats, and individuals in the security, business and civil society sectors.

#### **Reporter and investigative journalist, Al Jazeera English - London, Doha and Washington DC, April 2006 – May 2013**

- Was part of the original team of journalists that launched AJE.
- Reported for news and current affairs across three hubs. Assignments included short-term bureau placements in Beirut and Jerusalem, breaking news deployments in Africa and the Middle East, and a two-year assignment with Fault Lines, AJE's award-winning current affairs investigative series.
- Investigative coverage includes war crime allegations in Gaza, human smuggling networks in Zimbabwe, armed groups in Lebanon, the role of money in the U.S. political system, state violence and the so-called war on drugs in Honduras.

#### **Producer, HardTalk & Panorama, BBC, London, August 2005 – April 2006**

- HardTalk: Produced interviews with leading personalities in politics, business, and the arts.
- Panorama: Worked with the senior producer and correspondent to produce a two-part investigative series into the role of the UK in the Iraq war and its aftermath.

#### **News Writer, CNN International, London, January 2005 – August 2005**

- Assisted program editors in building their shows. Duties included writing news headlines, editing video, preparing briefs for anchors and presenters.

**Assitant Producer, Al Jazeera, London, UK, January 2004 – January 2005**

- Worked with senior producers in the London bureau on news and current affairs shows. Duties included organizing news shoots and producing video for UK stories; booking guests.

**AWARDS & DISTINCTIONS**

- Shortlisted for the 2012 NIHCM Award for Excellence in Journalism for an AJE investigative documentary film about drug testing in India
- Part of the AJE Gaza field team nominated for the 2010 Emmy, News Category

**Languages:**

English (native), Arabic (fluent), French (fluent)

## **Hassan Kassem**

Proposed role: Production Manager

Current position: Production Manager, Canada funded CVE project

Hassan has worked as a production manager for ARK for the past four years, directing core creative and production staff and multiple freelancers. Using his own technical media skills and experience, he has provided practical assistance to a broad range of moderate Syrian opposition media activists, and has previously overseen daily creative, production and distribution issues working at pace to respond quickly and effectively to changes on the ground. Under his guidance, the quality of ARK's Syrian production staff outputs increased exponentially, with ongoing diversification into animation, songs and long-form video reports, while his experience in news and live broadcasts has always ensured rigorous adherence to deadlines and budgets.

### **Production Manager, ARK Group DMCC, Sept 2013 - present**

- Managing networks of stringers and producers across the Middle East
- Supervising and directing ARK production teams in Amman, Turkey, Yemen and Lebanon and a network of freelancers across Syria.
- Delivering creative ideas for filming and production of media products.
- Managing and training an on the ground stringers network.
- Liaising with governmental clients regarding status of projects.
- Creative role and overseeing all ARK production campaigns.
- Production of documentaries.
- Production budget management
- Developing stringer and producer networks.

### **TV producer (freelancer/contractor) Future TV, Al Jazeera – Beirut - Lebanon October 2008 – September 2013**

Produced popular TV shows in a number of different formats, including a weekly talk show Nas w NAS, and an hour long political documentary entitled "Corruption in Lebanon" for "Taht al Mijhar", a weekly documentary series on Al Jazeera

### **Executive Producer, Nahr al-Bared Civil Advocacy Committee Dec 2008 - Jan 2009**

Executive producer and writer for a 23-minute documentary for the civil advocacy committee for Nahr al-Bared Palestinian refugee camp, funded by Oxfam Quebec. Executive Producer and Writer for a 17-minute documentary on the campaign for the right to work for Palestinian refugees in Lebanon, funded by Christian Aid and Diakonia

### **Writer and Producer, Future TV - Beirut, Lebanon Oct 2006 – Oct 2008**

Writer and producer in Akhbar Al Sabah – Morning News (non-political morning TV-show). Two years of experience writing and producing live segments and running orders.

### **Arab Cultural Centre Brussels, Belgium Dec 2005 – Sep. 2005**

Organised public and cultural events, wrote for monthly magazine, taught and translated Arabic.

### **Education:**

Université Libre de Bruxelles - Faculty of Sciences (Belgium): License in Computer Science - 2005

Université Saint Esprit de Kaslik. Bachelor's Degree in Computer Sciences – 2003

**Languages:** Native Arabic. Proficient in English and French.

**Ameera Alhakim**

Syrian citizen

Proposed role: Project Officer

For the last year Ameera has been working as a Program Officer for the US-funded Idarah program, liaising with a variety of Syrian civilian governance entities including provincial councils, local councils, and education directorates. She is experienced in managing grant development and implementation, budgets and supervising Field Program Advisors.

**Experience****Program Officer, Idarah- Syria Sub-Granting Management Program (US State Department) Chemonics International Inc., Gaziantep, Turkey, January 2016-Present**

- Developed and managed education and service delivery grants in Aleppo, Lattakia, and Rural Damascus supporting a total of \$2.71 million in U.S State Department Cooperative Agreement funding, managing a total of 4 grants.
- Responsibilities include developing and implementing grants, maintaining all negotiations with grantees, and councils that provide third party monitoring, frequently liaising with other implementing partners.
- Facilitates daily creative solutions to programmatic challenges including security, and provides relationship management between governance entities and Education Directorates in Aleppo and Rural Damascus.
- Supervises four Field Program Advisors (FPAs) based in Syria. Represents the program to multiple international partners and donor agencies.

**Translator, Idarah- Syria Sub-Granting Management Program (US State Department) Chemonics International Inc., Gaziantep, Turkey, April 2015-December 2015**

- Reported to Monitoring and Evaluation Manager and produced all translations needs in support of the development of all new grants.
- Produced a glossary to standardize all terminology used on the program.
- Provided verbal translations for one USG meeting, at donor's request, and Chief of Party negotiations with the Syrian Opposition Coalition (SOC).

**Translator, Syrian Interim Government (SIG), Ministry of Health, Gaziantep, Turkey, June 2014-April 2015**

- Supported translation for all MOH cluster meetings with international health organizations, such as WHO, OCHA, and European Union representatives.
- Served as focal person at the Ministry for external liaison affairs.

**Education**

Master's Degree, English Linguistics, Al-Baath University, Homs, Syria, 2013

Bachelor's Degree, English Literature, Al-Baath University, Homs, Syria, 2005.

**Languages:**

Arabic (Native), English (Fluent), Turkish (Basic)

**Taher Sabouni**

Syrian citizen

Proposed role: Research Analyst

Taher is a research, media, and communications professional. Experienced in working on Syria and the Middle East.

**EXPERIENCE****ARK Group DMCC, Research Associate – Turkey, Feb 2017 – present**

- Author reports on current political, security, and economic developments and trends around Syria and the Middle East.
- Manage primary data collection and analysis from a wide range of sources, including personal networks, remote public opinion polls, social media, video interviews, and print media.
- Provide research support throughout cycles of various ARK projects, including design, planning, implementation, and monitoring and evaluation.

**Adam Smith International, Outreach Officer (Tamkeen Project) – Turkey, Jul 2015-Nov 2016**

- Designed communication tools and activities to promote transparency, participation and accountability in Syria.
- Handled and provided content to the Tamkeen project website and social media functions in both English and Arabic.
- Handled the project's media relations. Project Tamkeen was featured numerous Syrian and international media pieces.

**Public Interest Design - Levant (PID), Media Specialist – Lebanon, Jan 2014-Jul 2015**

- Assisted in designing the PID Levant's communications policies.
- Handled the organisation's media relations.

**Syria Newsdesk, Co-founder/Chief Editor – Lebanon, Aug 2012-Jun 2015**

- Co-founded Syria Newsdesk; set and executed agency policies, guidelines, and style.
- Managed team of editors and remotely managed reporter team in Syria; managed production and news cycle.
- Established research unit. Generated profit for Syria Newsdesk by contracting clients for research.
- Designed and conducted journalistic and ICT training for Syrian media professionals. Multiple journalists trained by Syria Newsdesk won international awards.

**ARK Group DMCC, Associate Consultant – Turkey, Feb 2012**

- Consulted on monitoring and evaluation functions pertinent to a program which offered training courses in governance and public administration to civil society activists and nascent administrative institutions in opposition-held Syria.

**Education**

American University of Beirut (AUB), 2010, Bachelor of Arts, Philosophy (on hold)

**Languages:** Arabic (native) English (fluent)



**Sasha Fawax Al-Alou**

Syrian citizen

Proposed role: Editor of Moubader magazine

Current role: Editor of Moubader magazine

**Experience****Current:**

- **Editor-in-Chief of Moubader Magazine**, a monthly publication funded by HMG and distributed inside opposition-held areas of Syria. The magazine is concerned with the coverage of the Syrian civil society and the positive activities undertaken by individuals and institutions to overcome the war.
- **Opinion Writer/Contributor at several newspapers such as Alsouria.net and Geroun**
- **Researcher in politics and international relations at Omran Center for Strategic Studies, Istanbul**

**Previous:**

- Collaborative Researcher at the Egyptian Institute for Political and Strategic Studies
- Collaborative Researcher at the Arab Reform Initiative
- Worked for the media department of the Syrian National Coalition of Opposition and Revolutionary Forces, including drafting political media statements and diplomatic letters addressed to presidents, foreign ministries, and international organizations.
- Deputy Dean, Media and Journalism Program, Syrian Virtual University (SVU)
- Coordination work related to the fellowship between Ohio University and the SVU
- Chief of investigation department. and political analysis contributor at Al-Araby Al Jadeed newspaper.

**Education**

Bachelor's degree in Media & Journalism, Damascus University

Masters degree in Mass Media, Damascus University, in collaboration with the Arab Academy in Denmark.

**Languages:** Arabic (native), English (good)

## **Ayman Salman**

Syrian citizen

Proposed role: Radio producer and presenter

Ayham is an experienced Syrian broadcast journalist, producer and filmmaker.

### **Radio producer and presenter, ARK Group DMCC, Turkey, February 2017 – present**

Editing and presenting the weekly 'Syrian Waves' radio programme for the current Grassroots program. Tasks include generating story ideas, program editing, sound and video editing, sourcing and coordinating interviews, manage social media pages, editing content for ARK's radio transmitters, liaising with partner radio stations in Syria.

### **Deutsche Welle Arabic TV channel, freelance video journalist, Turkey, November 2016 – February 2017**

Filming, sound recording, interviews coordinating, scripts writing, video editing.

### **Bright Vision, freelance video producer, May 2016-Feb 2017**

Interview producer of documentary films, for Al Jazeera Documentary Channel.

### **Al Modon website, freelance writer (cultural section), September 2016-Feb 2017**

### **Radio Rozana FM, Gaziantep, Turkey, May 2015 - February 2017**

Roles included **program manager** and **program co-ordinator**, plus **producing and presenting** the morning radio show 'Roznanama', 'Souria Belmahjar', 'Tfarraj Ala Rozana' and 'Break Sport.

### **Radio Rozana FM, Correspondent based in Beirut, October 2014 - May 2015**

Making radio and video reports, writing news, and conducting interviews.

### **Independent filmmaker:**

- "Vicious Circle" (short film), writer and director. The film was shot in Damascus 2017. (Currently in post- production)
- "Sharshaf" (short film), writer and director. The film was screened in Tunisia and Syria 2008.

### **TRAININGS AND WORKSHOPS**

- Investigative reporting using social media, and video journalism, The guardian/IMS, Istanbul, October 2016.
- Radio program developing, radio Rozana, with Mohamed Al Hani, Gaziantep, September 2016.
- Radio storytelling, The Norwegian Institute of Journalism, Gaziantep, September 2016.
- Grant Proposal Writing, Mict, Istanbul, November 2015
- Business And Management, Mict, Istanbul, October 2015.
- Mobile Journalism, CFI/ARIJ, Gaziantep, May 2015.

### **Education**

Damascus University, Syria, 2008-12, Bachelor's Degree, Media and Journalism

**Languages:** Arabic (native), English (fluent) and Turkish (average)

**Adnan Jetto**  
Syrian citizen

Proposed role: Video Editor

Adnan is an experienced and creative video editor and filmmaker. He has been working with the HMG-funded Grassroots Project since 2013.

**ARK Group DMCC. Video Editor, July 2013 – to present**

- As the Grassroots central focus for video production, oversee the production of all video content, including TV reports, vox pops and online videos.
- Video editing, including tailoring the style and technical specifications of the final product as required for different media platforms.
- Carry out video production and video editing training for stringers and other project partners, as required.

**Film directing highlights:**

- **2015: Champion** – a documentary on sports fanatics training against the odds in Aleppo. Screenings:
  - Al Jazeera TV 2015
  - American Embassy \ Ankara –Turkey 2016
  - Baytnasyria \ Gaziantep \ Turkey 2016
  - Salt Galata \ Istanbul \ Turkey 2017
  - Seattle, Washington DC \ America 2017
- **2013: Soul Mate** – a documentary short. Received a special mention at the 14th International Festival Signes de Nuit, Berlin, Germany, 2016. Also screened at:
  - ISDN / France / 2014
  - University of Sussex / UK / 2015
  - Baytnasyria /Turkey/ 2014
  - SOAS Syria Society /London /2014
- **2014: Jalila** - documentary. Screenings:
  - Université Paris-Est Créteil (UPEC) / Paris / 2015
  - University of Sussex / UK / 2015
  - Baytnasyria /Turkey/ 2014
  - SOAS Syria Society /London /2014
- **2014: The Forgotten Cities**, short film. Screenings:
  - AKBANK short film festival / Istanbul /2015
  - University of Sussex / London / 2015
  - SOAS Syria Society /London /2014

**Education**

BSc in Fine Arts, Damascus University, Syria, 2004 – 2008

**Languages:** Kurdish (native), Arabic (native), Turkish (very good), English (very good)

**Giles Barrett**

*British/Canadian citizen*

**Proposed Input** – Giles will be the project manager with a primary focus on the MAO support and engagement, managerially alongside the grassroots project lead to ensure collaboration. Having also designed the MAO capacity building programme, Giles will lead on repurposing the MAO in-country capabilities to bolster civil society and grassroots initiatives, in particular continuing the drive for wider understanding and implementation of International Humanitarian law.

**Added value** – Giles has strong relationships with the key Syrian stakeholders necessary to implement effective delivery, having dealt with many of them continuously for over three years. As a fluent Arabic speaker who has lived in Syria, he is able to engage Syrians effectively as well as monitor project output. He has a detailed understanding of all aspects of the current MAO project, from media production to capacity building to the Turkish bureaucracy necessary to run a Syrian team from Istanbul.

**Relevant Experience**

**Apr 2017 –**

**present**

**Istanbul, Turkey**

**MAO Project manager**

As MAO project manager, Giles directly supervises a team of a dozen individuals in Turkey and through them has in turn built up networks of stringers, MAO media officers and political officers numbering in the hundreds. Giles has also ensured that the necessary structures to operate effectively and in full compliance with Turkish regulations are either in place or in train.

**Jul 2014 – Feb 2017**

**Istanbul, Turkey**

**MAO Project, Head of Outreach & Capacity Building**

Giles designed and built, from scratch, a multi-disciplinary training programme including cyber security, camera training, spokesman skills, video editing, basic journalism and media office management amongst others. Giles also drove the creation of three in-country training centres in northern Syria which have collectively delivered over 50 courses to over 300 MAO media officers, activists and trainers.

**Aug 2010 – Feb 2012**

**London, United Kingdom**

**Head of Middle East & North Africa, Aegis Advisory**

As a senior analyst for Aegis Advisory, Giles led enhanced due diligence investigations across the Middle East and North Africa. The investigations required a detailed understanding of clients' needs and combined open-source research with that from proprietary human sources. His role also involved writing regular political briefings on Middle Eastern events; these included general background reports to inform clients newly operating in these political arenas as well as more targeted pieces on specific developments.

**Jan 2010 – Aug 2010**

**London, United Kingdom**

**Consultant, National Security Sector, Deloitte**

Giles worked as part of a small, national security-focused team tasked with improving the efficiency, both financial and operational, of government departments. For example, he worked on a project to create a viable commercial structure to support the modernisation of the nuclear submarine deterrent. He also assisted the security and intelligence agencies in devising ways they could better collaborate and more effectively manage their cost bases. Applying commercial principles to public sector operations allowed him to hone his business modelling and analytical skills.

**Jun 2006 – Nov 2008**

**London, Jordan, Iraq**

**UK Diplomatic Service,**

Giles's work for the Diplomatic Service involved acquiring and analysing information in order to inform government policy in the Middle East. His time was divided between the Middle Eastern desk in London, where he specialised in the Levant, and operational posts in Jordan and Iraq.

**Jun 2005 – Jan 2006**

**Al-Amarah, Iraq**

**Interpreter, Military Intelligence**

Contracted as a civilian linguist and cultural advisor, Giles worked as an integral part of a small military intelligence team in southern Iraq tasked with clarifying the political and insurgency pictures in the local region. His duties included providing cultural advice, interpreting, and accompanying the unit on patrols, at checkpoints and in operations.

**Education**

**2004**

**University of Damascus, Syria**

Arabic Language - Distinction

**2003**

**University of Oxford**

MPhys Masters Degree in Astrophysics

**2002**

**University of Oxford**

Physics degree (2:1)

**Languages:**

Native English, fluent Arabic, conversational Spanish

**Matthew King**  
*British citizen*

**Proposed Input** – Matthew will be the project’s International Coalition (IC) liaison officer, coordinating and aligning project and IC output where possible and appropriate, and enabling supportive, conflict-sensitive messaging. He will sit alongside the MAO and Grassroots leads with frequent face-to-face visits to IC locations in order to ensure project cohesion and unity of effort.

**Added value** – Matthew holds DV clearance and a US DOD CAC (Common Access Card) that enables access to US military HQs across the USA and forward locations. He is an ex-British Army officer, fluent Arabic speaker, Cultural Specialist and Informations Operations Planner with UK military operational experience across the region, including Jordan and Syria. He has worked directly alongside the IC as the project’s liaison officer for the past two years and has frequently briefed HMG’s support to the IC both at operational HQ’s and back in the USA at CENTCOM and Special Forces HQs. With the addition of Ark as a consortium partner, Matthew can now coordinate not just across the strands of this project, but across the broader CVE work in Syria, including ARK’s sister company TSN’s running of the Global Coalition website. Finally, Matthew is an alumnus of Stanford Graduate School of Business, with experience of working in Silicon Valley alongside firms such as Andreessen Horowitz, PayPal, and Facebook – bringing experience of private sector tech enablement and social media trends.

### Relevant Experience

**Aug 2015 – present, Istanbul, Turkey**  
**MAO IC Liaison Officer**

As MAO IC Liaison Officer since the beginning of, what was, Op Volute support to the IC, Matthew has been at the heart of planning and implementing HMG support to the International Coalition Against Daesh – including designing support structures, establishing and managing a bespoke media office, overseeing media capacity building of Vetted Syrian Opposition, and enabling culturally sensitive product design for the IC.

**February 2017 - March 2017, Silicon Valley, USA**  
**Breakline Technology**

As only the second foreigner ever to be awarded a place on the Breakline program, Matthew joined US Special Forces veterans in a knowledge-sharing program, working with Silicon Valley technology companies to identify practices that can be applied to the public sector, and to demonstrate the value that public sector service leavers can take to the private sector.

**Aug 2010 – July 2015 Various, Worldwide**

**Officer, British Army.** As a Pashto, Dari and Arabic speaking officer, Matthew Served on operations across Afghanistan and the Middle East, engaging a variety of stakeholders across the political spectrum in a number of different roles that included: various Counter Narcotics and Counter Terrorism operations, Information Operations capacity building of Afghan Special Forces, and Cultural Specialist postings across the Middle East.

### Education

**2015 Stanford University Graduate School of Business**  
Stanford Ignite – Innovation and Entrepreneurship

**2009 International Language Institute (ILI), Cairo**  
Arabic

**2008 University of Hull**  
War and Security (2:1)

**Languages:** Native English, fluent Arabic, Dari and Pashtu

**Amil Khan**  
*British citizen*

**Proposed Input** – Amil brings experience of frontline journalism, television production, campaigning and political outreach to the project as well as the ability to understand and anticipate the requirements of UK and allied government funders.

**Added value** – Amil is a former Reuters Middle East foreign correspondent and BBC investigative journalist. He moved into the government communications sector after a 10-year career in journalism that saw him win three awards for covering war and extremism. In his first role, he headed the UK's flagship CVE project in Pakistan before returning to the Middle East in the wake of the Arab Spring uprisings to work on providing support to the Syrian opposition. Presently, when not engaged on Syria, he is regularly called upon to provide Middle East related communications and political advice to the Prime Minister's office. A member of Chatham House, he has written academic papers on communications and extremism, a book on the political philosophy of extremism and appears on UK and US media to discuss these topics regularly.

### **Relevant Experience**

**March 2017 – Present** **UK**  
**Advisor, Government Communications Service**  
Lead engagement with leadership figures and decision makers from partner governments (Gulf states, Oman and Pakistan) seeking UK communications advice and support. Design support packages and negotiate implementation to meet HMG objectives

**Jan 2017 – Present** **Turkey/Jordan**  
**Director, Moderate Armed Opposition (MAO) communications support**  
Design and lead implementation of communications strategy behind the project to support the Syrian moderate armed opposition.

**April 2011 - Dec 2012** **Pakistan**  
**Project Director, CVE Project Pakistan**  
Managing design and implementation of a project to undermine the narratives used by Al Qaeda and its affiliates in in Pakistan.

**Nov 2007 – Aug 2009** **UK**  
**Producer and Presenter, BBC Panorama**  
Plan, produce and present documentaries on BBC's premier documentary strand. Won awards for high-risk investigative films on Iraq, Sudan and Al Qaeda

**Jan 2003 – Oct. 2006** **Correspondent Middle East**  
**Reuters Middle East**  
Covered economic and political events in the Middle East, including the invasion of Iraq and subsequent civil war, as well as conflict in Sudan and political upheaval in Egypt. Acting head of bureau in Sudan. Fast Track selected and trained

### **Education/Training**

**UK Civil Service:** joint planning, working with the military, understanding conflict and stabilisation

**BBC:** Investigative film making, high risk film making, combat videography

**Reuters:** Fast Track training programme covering global politics and economics

**University of Durham:** Arabic and Farsi

**University of Cambridge:** Principles of Law (jurisprudence and international law)

**Languages:** Native English, fluent Arabic, fluent Urdu and basic Farsi

**Hanadi Kasem Abu Arab**

*Syrian citizen*

**Proposed Input** – Hanadi will prepare and conduct studies and legal and strategic analyses on scenarios for military and political developments and changes and their effect on the work of military factions and their decisions. She will prepare seminars and awareness campaigns, focused on the issues of the prevention of children and women’s recruitment to armed work, child marriages, and forced disappearances.

**Added value** – Hanadi is the cofounder of the Free Judiciary Council, formed at the beginning of the revolution in order to ensure the implementation of Syrian state law. As deputy head of the legal office, Hanadi is a legal representative of the moderate factions of the armed opposition in international meetings and talks, and for signing deeds of agreements. She represents the MAO in preparation meetings for Track 1 negotiations. Hanadi’s experience and skills include management of the legal and administrative affairs of private and public companies, providing legal consultancy in civil and commercial claims, representing companies and managing foreign and public affairs, and preparing contracts and official reports. She is an international member of Amnesty International. In her capacity as judge prior to the revolution and through the legal services she has provided since the beginning of the revolution, Hanadi has established solid connections with senior politicians and economists, as well as international actors.

**Relevant Experience**

**Dec 2011 – Feb 2017** **Damascus, Syria**  
**Head of Labor Civil First Instance Court in Rural Damascus**

**Dec 2010 – Nov 2011** **Damascus, Syria**  
**First Magistrates Judge for all Damascus Courts**

**Jan 2009 – Nov 2010** **Damascus, Syria**  
**Head of Labor Affairs Committee in Damascus**

**Jan 2005 – Nov 2010** **Damascus, Syria**  
**Head of Tenth Civil Magistrates Court**  
Judge on the Tenth Civil Magistrate Court in Damascus

**Education**

**2005** **Higher Institute of Judiciary, Syria**  
Graduation Certificate, with “Excellence”

**2001** **Damascus University**  
MA in Criminal Science and Criminal Law

**1997** **Damascus University**  
BA in Law

**Languages:** Native Arabic, fluent English



**Salim Baira**  
*Syrian citizen*

**Proposed Input** – Salim will manage the operational delivery of outreach to the armed and civilian actors as well as their capacity building, working with the MAO and Grassroots leads to ensure mutually supporting lines of effort across the two strands and to ensure conflict sensitive delivery of the strategic vision.

**Added value** – Salim has been actively involved in the Syrian since the first days of the revolution, helping to organise some of the first peaceful protests in Damascus. He has continued to work as a media activist supporting the revolution since those first days, developing a deep understanding of both the political-military environment and media space. In his role as head of training and outreach for the MAO project, his relationships with opposition groups across Syria enabled him to coordinate and unify the media strategy of over 40 moderate armed opposition groups - an initiative that drove Syria watchers and mainstream media to comment on the MAO's growing unity. This granular understanding of the complexities of Syria and the ability to leverage a deep well of relationships to achieve positive impact enables functions right across the project - from campaign design to implementation inside of Syria.

### **Relevant Experience**

**April 2017 – Present**

**Turkey**

**Outreach and Training Manager, The Global Strategy Network**

Manage outreach with numerous stakeholders in Syria. Coordinate and unify media efforts for moderate armed groups. Identify training requirements and design necessary courses. Create ongoing mentoring and training programmes inside Syria.

**Nov 2014 – March 2017**

**Turkey**

**Outreach and Training Coordinator, Innovative Communications & Strategies**

Design and lead monitor communications strategy for moderate armed groups in Syria. Coordinate and unify media efforts for moderate armed groups. Identify training requirements and design necessary courses. Provide media equipment to activists.

**Languages:** Native Arabic, fluent English and basic Turkish

## **Dr. Valentina Azarova**

**Proposed role:** Senior IHRL and legal recourse consultant

**Current role:** Postdoctoral Fellow, Centre for Global Public Law and Law School, Koc University, Istanbul, Turkey; Legal Advisor (part-time), Global Legal Action Network (GLAN), London

### **Relevant Experience**

**Oct 2015 – Jan 2016** Research Consultant, EuroMed Rights, Brussels  
**Aug 2014 – June 2015** Research Consultant, Amnesty International, International Secretariat, UK  
**Sept 2013 – May 2014** Associate, MATTIN Group, Ramallah/Brussels  
**Aug 2013 – Jan 2014** External Legal Advisor & Senior Editor, Al-Haq, Ramallah, Palestine  
**Dec 2012 – May 2013** Research Consultant, UN Office of the High Commissioner for Human Rights, Ramallah, Palestine  
**July 2012 – Oct 2012** Research Consultant, Diakonia IHL programme, East Jerusalem, Palestine  
**May 2011 – Aug 2011** Research Consultant, International Federation for Human Rights (FIDH), Paris  
**June 2010 – Dec 2011** Senior Legal Researcher, Al-Haq (West Bank affiliate of International Commission of Jurists) Ramallah, Palestine  
**June 2008 – Mar 2010** Legal Researcher, HaMoked: Center for the Defence of the Individual, East Jerusalem, Palestine  
**Oct 2007 – April 2008** Caseworker, Bail for Immigration Detainees (BID), London, United Kingdom  
**Oct 2007 – May 2008** Academic Coordinator, Westminster International Law and Theory Centre, University of Westminster, London, United Kingdom  
**July – Sept 2007** Legal Research Intern, HaMoked: Centre for the Defence of the Individual  
**July 2006 – Aug 2006** Summer Associate, Akin Gump Strauss Hauer & Feld LLP, Moscow, Russia  
**May 2006 – June 2006** Advocacy Intern, Nigerian Action Network on Small Arms, Abuja, Nigeria  
**June 2005 – May 2006** Caseworker, London Detainee Support Group, London, United Kingdom

### **Appointments**

April – June 2016

**Visiting Research Fellow, Central European University, Budapest, Hungary**

### **Sept 2015 – May 2016**

Adjunct Lecturer & Clinical Instructor, Holy Spirit University of Kaslik (USEK), Law School, Lebanon Teaching: Public International Law; International Human Rights Law Clinic

### **July – August 2015**

Instructor, Pre-Academic Summer Programme, Open Society Foundations, Bilgi University, Istanbul, Turkey | Taught Introduction to Human Rights Law with emphasis on interface with other bodies of international law, critical theory, research and contemporary problems/challenges; conduct workshop on human rights academic research & on documentation and reporting practice of human rights groups.

### **Sept 2014 – July 2015**

Adjunct Lecturer, MA in Human Rights & Democracy, Birzeit University, Palestine  
Teaching: Contemporary Problems in International Law and Human Rights; and supervision of masters' thesis under MA in Democratic Governance, EIUC, Venice.

### **Feb 2015 – Feb 2016**

Research Fellow, Institute of Law, Birzeit University, Palestine

### **Sept 2014 – Jan 2015**

Adjunct Assistant Professor, BA in Human Rights & International Law, Al-Quds Bard College, Al-Quds University, Palestine. Course taught: Human Rights in Armed Conflict.

### **Aug 2009 – Aug 2013**

Co-founder & Director, Human Rights & International Law Program Lecturer in International Law and Human

Rights, Al-Quds Bard College, Al-Quds University, Jerusalem, Palestine

Courses taught: Public International Law and International Organizations; Business and Human Rights; Human Rights Documentation and Reporting; Human Rights in Armed Conflict; Introduction to Human Rights (Theory and Practice).

Co-drafted four-year curricular plan, prepared and reviewed syllabi for taught courses. Co-established and taught on 2010 [Battir International Summer Program](#) sponsored by UNESCO and the [Decolonizing Architecture](#).

## **Education**

**Feb. 2012 – Nov 2014**

**PhD in Public International Law (awarded without corrections), Irish Centre for Human Rights, National University of Ireland (NUI), Galway.**

Title: Illegal Territoriality in International Law: Interaction and Enforcement of the Law of Belligerent Occupation through Other Territorial Regimes

(awarded without corrections; recommended for publication)

**July – Aug. 2009**

**Public International Law session (Certificate of Attendance), Hague Academy of International Law, The Hague, Netherlands**

**Oct. 2006 – July 2007**

**Certificate in Transnational Law (CDT), LLM International and European Law program, University of Geneva, Switzerland**

Courses: International Humanitarian Law, Comparative Law and Harmonisation, Public International Law, Comparative Constitutional Law, Human Rights, International and European Social Security Law, External Relations of the EU, Contemporary Problems of International Law, International Organisations

**Sept. 2004 – May 2008**

**LLB European Legal Studies (Honours), University of Westminster, London, UK**

First Class Honours (degree classification)

Caparo Award for Top Student at Law School 2007/8

**Sept. 2005 – May 2006**

**Certificate in Development Economics, Department of Continuing Education, Birkbeck College, University of London**

**Andre Kahlmeyer**

German citizen

**Proposed role:** Team Leader for the AE&I strand

**Proposed Input:** Andre is the Founding Director of Conflict Management Consulting (CMC) as well as a Senior Consultant and has extensive experience in conflict management, risk analysis and the design, monitoring and evaluation of interventions in fragile, conflict and post-conflict environments. He also has broad experience in the development and implementation of monitoring and survey systems for interventions in conflict areas supporting good governance, stabilisation, the rule of law and gender. He has been the Team Leader for about 20 M&E, survey and evaluation assignments in the past years, including being the Team Leader for research inside Syria, which he visited most recently in February 2017. He holds degrees in Islamic/Arabic studies, political science and conflict studies, currently pursuing another degree in Criminology and Criminal Psychology. He co-authored a book on Sharia Law earlier and also holds a valid UK clearance.

**Added Value:** Andre has been responsible for numerous civilian fact-finding, design and evaluation missions to the Middle East, Central Asia, Africa and South East Asia. In the past eight years, Andre has worked as a consultant for major development agencies, donors and MFAs (such as the UK, US, Germany, Sweden, Norway, Gulf States), for NATO, UN agencies and for international NGOs such as International Alert. He has also given trainings on evaluations and M&E in fragile situations, e.g. for the UK government's Stabilization Unit and for the EU's CSDP system. Andre has worked as M&E advisor to CSSF programming, e.g. to the East Africa and Somalia portfolios in 2015 and 2016.

Before founding CMC in 2014 and working as independent consultant 2011-2014, Andre was a civil servant and employed as Rule of Law Expert - Evaluation and Best Practice Officer with the EU's crisis mission in Iraq (EUJUST LEX Iraq, 2010-2011), as a Senior Planning Officer in the Peace and Security unit of GIZ (2007-2010) and as a MENA desk officer for the Parliamentary Assembly of NATO (2006-2007).

Andre has worked as M&E adviser to multiple clients and has most recently organised a large-scale survey for USAID OTI in Karachi, Pakistan for CVE programming. He has a strong knowledge of Syrian context and conducted several evaluations of project in Syria such as the evaluation of IRC's humanitarian response Syria. In 2014, he was the Team Leader for the baseline production of AJACS.

**Relevant Experience****02/17-07/17, Karachi and Lahore, Pakistan: Team leader, "Azm-e Pakistan", USAID OTI;**

Conducted the evaluation of OTI's CVE project in Karachi and Punjab, Pakistan; Trained and led team of 50 enumerators, conducting KIIs, FGDs and a 6150 respondent household survey in Karachi; led the field missions to Islamabad, Punjab and Karachi; led the qualitative (software-based), quantitative and social media analysis.

**10/16-03/17, Khartoum and Darfur, Sudan: Team leader, "Towards Enduring Peace in Sudan", USAID**

Conducted the evaluation of USAID' largest peacebuilding project in Sudan, "Towards Enduring Peace in Sudan" (TEPS); Led team of 15 enumerators, conducting focus groups and 1750 surveys across Sudan; and Led the field missions to Khartoum, Al-Fashir (Darfur) and Al-Damazine (Blue Nile state).

**10/16-03/17, Syria, Iraq, Lebanon, Jordan: Evaluation expert, IRC's humanitarian response Syria;**

Conducted of the evaluation of IRC's humanitarian response Syria, with a special focus on beneficiaries' needs and perceptions; let the field missions to Beirut and Northern Lebanon, Dohuk, Amman and Northern Jordan and al-Hassakeh, Syria.

**07/15-06/16, Iraq: Stabilisation Advisor for the International Coalition against ISIS**, German MFA/GIZ;

Supported the German Ambassador in his function as head of the monthly Stabilisation Task Force meetings (STF); liaison with other international actors and organisations, coalition military and Iraqi government (mainly PM-NOC)

**04/16-today, Tunisia, Lebanon, Morocco: Lead M&E Advisor**, “Strengthening Community Resilience to Radicalisation and Recruitment – MENA region”, European Commission, British Council/UK Home Office;

Developed and tested the project’s Theory of Change; developed and administered personal resilience assessment tools; trained and supervised the field enumerators conducting Key Informant Interviews, Focus Group Discussions and household surveys to understand security and conflict perceptions, and processes of radicalisation.

**09/15-12/16, Kenya, Somalia, Ethiopia, Djibouti: Lead M&E advisor**, UK FCO / Itad;

Lead M&E advisor for M&E Unit, Conflict, Stability and Security Fund (CSSF), East Africa portfolio, Countering violent extremism (CVE, mainly Somalia); cross-border security; migration; AMISOM; regional capacity building.

<b>Education:</b>	
University of Essex, 2017-2018	M.Sc. Criminology and Criminal Psychology (2019)
King’s College London (KCL), War Studies Department, since 2011	Diploma, War & Conflict Studies (2017)
FernUniversität Hagen, Germany (distant learning), 2008-2009	Post-graduate Courses, Peace and Conflict Studies
University of Leipzig, Germany 2003-2006	M.A. Islamic Studies and Arabic, History, Political Science
School of African and Oriental Studies (SOAS), London, UK, 2005	Visiting graduate research student (VRS) in the Law&Social Studies department; courses and research on development studies and legal sociology
Lebanese American University, Beirut, Lebanon, 2002-2003	Undergraduate and Graduate Courses, International Affairs, Sociology, Arabic
University of Heidelberg, Germany (2000-2002)	B.A. Islamic History/Arabic Studies, History, Public Law

**Languages:** English, Arabic, German, French, Norwegian

**Maria Hrimech**  
Moroccan citizen

**Proposed role:** Project Manager for the AE&I strand

**Proposed Input:** Maria is a consultant and M&E expert, working full-time with Conflict Management Consulting (CMC). She has extensive experience in design, implementation, and evaluation of development projects in the MENA region. She spent over 5 years managing projects targeting civil society, youth and government institutions in Morocco and the MENA region and most recently was the Project Manager for the EU/British Council project “Strengthening resilience (against foreign fighter’s recruitment in MENA”.

**Added Value:** In the last three years, Maria was managing the British Council society portfolio, she led in projects funded by the EU, FCO, World bank and DFID. She managed a CVE project targeting young people and local government institutions, aiming to design and deliver projects and campaigns that provide youth vulnerable to violent extremism with alternative pathways and she managed a research project on youth radicalisation and violent extremism in Morocco.

In the past five years, Maria, managed challenging projects with limited budget and large teams based in different countries in the UK, South east Asia and MENA region, and contributed to the development of several programme strategies and worked with a range of senior stakeholders and government representatives.

Most recently, she worked as a consultant and M&E expert in an EU funded project, ‘Countering Terrorism in ten MENA countries’, she provided support in developing the project M&E system and baseline. Furthermore, she was involved conducting data analysis and writing the evaluation report of several projects in conflict and fragile zones. Maria, has a good knowledge and understanding of the political, and socio-economic context of the MENA region. In addition, her native Arabic skills allow her deep access to Syrian society.

**Relevant experience:**

**06/2017 - ongoing**

**MENA region**

**M&E expert,** EU CT MENA – Expertise France

Supports the development of the project M&E system and participates in developing the project’s baseline, and data collection, analysis and EU reporting and will contribute to developing a long-term M&E system for the main implementation phase of the project.

**06/17- 08/17**

**South Sudan**

M&E expert, VISTAS project – USD/OTI

Analysed the data collected, and contributed to the evaluation report including findings, conclusions, recommendations and key lessons learned from the project.

**05/16-04/17**

**MENA region**

**Project Manager**, “Strengthening Community Resilience to Radicalisation and Recruitment – MENA region”; European Commission – British Council / UK Home Office, Designed the project activities, developed the country plan and the stakeholders map, led the research component and coordinate with different consultants and teams working in this project, she implemented the M&E framework, and managed the project budget and timelines and risks.

**10/16-03/17**

**Morocco**

**Project Manager**, Youth employability and social enterprise in Morocco; CSSF – FCO  
 Wrote the project proposal, designed its activities and developed the project M&E framework and ToC. She managed the project inception and implementation phases.

**Education:**

Institution	Degree(s) or Diploma(s) obtained:
Ecole National de commerce et de Gestion, Morocco 2010-2012	M.Sc. International Trade
Ecole National de commerce et de Gestion, Morocco 2007-2010	Bachelor. Business and Management

**Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Arabic (Mother tongue)	1	1	1
English	1	1	1
French	1	1	1
Spanish	5	5	5

## **Morten Nygaard CHRISTENSEN**

Danish citizen

**Proposed role:** Quantitative Data Expert for the AE&I strand

Proposed Input: Morten is full-time CMC staff and an expert on radicalization and Violent Extremism. Morten has extensive experience in conducting research and data analysis and is experienced in developing tools for designing rigorous large-scale evaluations, including in conflict sensitive ways. He has conducted large scale public sector performance investigations and audit. He has rigorous skills in quantitative analysis and has previously conducted social media analyses on CVE projects and has conducted research across South East Asia, East Africa and the US. He also has strong skills in qualitative analysis, including software assisted and ethnographic interviewing. He possesses a high degree of cross-cultural sensitivity and contextual adaptability. Most recently, he worked with André on the qualitative data analysis and the social media analysis for OTI Pakistan.

**Added Value:** Morten has been involved in several studies and research projects for major donors, MFA and UN agencies in fragile environments. He has good experience in conducting data analysis, social media analysis and report writing in the field of CVE/CT.

### **Relevant Experience**

**Dec 2016 – Present**

**Brussels, Belgium**

**Consultant, Conflict Management Consulting (CMC)**

Developing, managing and evaluating projects focusing on countering violent extremism, security sector reform, peacebuilding, stabilisation and early warning for international clients including the UN, EU, USAID, DANIDA, GIZ, Saferworld.

**Jan 2016 - Feb 2017**

**London, Timor-**

**Leste**

**Researcher, Independent Academic Research on youth in post-conflict environments**

Researching the social position of post-independence youth in Timor-Leste, focusing on navigational tactics in the face of veteran dominated political, economic and social contexts. Field work in Timor-Leste.

**Feb 2015 – April 2016**

**Copenhagen, Denmark**

**Junior Staff, Danish National Auditing Agency**

Developing and implementing Public Performance audits across the Danish health sector. Developing tools for internal quality assurance, project management, and development of scope and methodologies for evaluations. Developing and implementing practices for securing input from key stakeholders

**July 2014 – Feb 2015**

**New**

**York, US**

**Denmark's Mission to the United Nations – Assistant Attaché**

Covering the Security Council on Sub-Saharan Africa and Europe, reporting to the Danish MFA on issues related to peacebuilding, peacekeeping missions, and the global peace and security architecture



March 2013 – Feb 2014

New

York, US

**Research Assistant, Columbia University International Centre for Cooperation and Conflict Resolution**

Assisting research on conflict and mediation dynamics in interpersonal contexts. Researching, writing, coding qualitative and quantitative data

### Education

Institution	Degree(s) or Diploma(s) obtained:
United States Institute for Peace 2017-	Course: "Good Governance after Conflict: Guiding Principles—Online"
Copenhagen University 2015-2017	M.A. Political Science, International Relations, Conflict Studies, Development Studies, Graduate Teacher in International Relations (GPA 11.6 of 12)
Columbia University 2013-2014	Advanced Certificate in Cooperation and Conflict Resolution, Coursework at School of International and Public Affairs (Grade: A)
Fulbright Scholar 2013-2014	Visiting scholar, Columbia University
Aarhus University 2010-2013	B.A. Political Science, International Relations, Economy, Sociology

**Language skills:** Competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Danish (Mother tongue)	1	1	1
English	1	1	1
Swedish/Norwegian	1	2	3
Spanish	2	3	3
German	3	3	3
French	3	4	4