



## CURRICULUM VITAE

1. **Family name:** Hansen
2. **First names:** Finn
3. **Date of birth:** 16 September 1963
4. **Passport holder:** Danish
5. **Civil status:** Married, two children
6. **Education:**

<b>Institution:</b>	University of Roskilde, Denmark
<b>Date (from – to) :</b>	1985-91
<b>Degree obtained:</b>	Master of International Development Studies and Public Administration

<b>Institution:</b>	University of Roskilde, Denmark
<b>Date (from – to) :</b>	1985-88
<b>Degree obtained:</b>	Bachelor, Public Administration

7. **Language skills** (levels: 1 (Excellent) - 5 (basic));

<b>Language</b>	<b>Reading</b>	<b>Speaking</b>	<b>Writing</b>
English	1	1	1
Spanish	1	1	1
Danish	Mother tongue	Mother tongue	Mother tongue

8. **Membership of professional bodies:**

Danish Development Research Network  
Association of Danish Lawyers and Economists

9. **Other relevant skills:** Microsoft Word, Excel, Internet applications.
10. **Present position:** Director of HN Consultants ApS.
11. **Years with the firm:** 10 years (Co-founder). In addition, Director of Hansen Consult since 1998.

## 12. Key Qualifications:

- Democratic governance, Popular Participation (civil society participation at local and national level, decentralisation, including devolution and municipal management).
- Regional economic and political integration, including civil society participation in this process.
- Decentralised environmental management and citizen's participation in environmental management.
- Human rights (women and indigenous rights)
- Project & Programme design, monitoring, outcome assessments/evaluation (effectiveness, efficiency and sustainability).
- Institutional analysis of partner institutions & capacity development.
- Donor harmonisation & alignment
- Socio-economic development issues
- Crosscutting issues, including gender aspects in development.

## 13. Specific International Experience:

Long term experience	January 1992 – December 1997	Three regional/Central American assignments based in Nicaragua, with frequent visits to Honduras, Guatemala and El Salvador
Short Term experience	January 1998 – Today	More than 50 assignments in Latin America: Belize, Bolivia, Costa Rica, Ecuador, El Salvador, Guatemala, Honduras, Nicaragua, Panama, Peru.  10 assignments in Africa: Ghana, Malawi, Mozambique, Namibia, South Africa.

## 14. Professional Experience Record:

<b>Date:</b>	Overall tasks and present on-going assignments (April 2006 - )
<b>Location:</b>	Roskilde, Denmark. The locations for short-term assignments are indicated below.
<b>Company &amp; contact details:</b>	HN Consultants (2001- ongoing). Finn Hansen, <a href="mailto:hn-consultants@mail.dk">hn-consultants@mail.dk</a> , <a href="http://www.hn-consultants.net">www.hn-consultants.net</a>
<b>Position:</b>	Co-founder and Director. In addition, director of Hansen Consult since 1998. This Company & contact details is associated to HN Consultants.
<b>Overall description:</b>	Consultancies in issues related to Good Governance, Democratic Development, Popular Participation, Civil Society, Human Rights, Indigenous rights, decentralisation (including decentralised environmental management) Institutional and Organisational assessment and development, Performance Assessment of Country Programmes and Quality Assurance.
<b>Recent assignments and contact</b>	<ul style="list-style-type: none"> <li>• Review of Country Programme Progress (January-February 2011, team leader for the Embassy in Vietnam). Contact: Lis Rosenholm, <a href="mailto:Lisros@um.dk">Lisros@um.dk</a></li> <li>• Final formulation of Democracy and Human Rights Programme in</li> </ul>

<p><b>details</b></p>	<p>Central America (PRODER), (September – December 2010), team-leader for Danida. Contact: Helle Vadmand, <a href="mailto:helvad@um.dk">helvad@um.dk</a></p> <ul style="list-style-type: none"> <li>• Evaluation of the Afrobarometer for Sida (backstopping to consultants in Mali, Ghana, South Africa, Mozambique, Botswana, Kenya, Senegal), September-December 2010. Project Leader. Consortium Context-INKA-HN Consultants for Sida. Contact: Jocke Nyberg, <a href="mailto:jocke@context.nu">jocke@context.nu</a></li> <li>• Review of Programme Support to Environment in Indonesia, (November 2010, backstopping, Danida) Contact: Mike Speirs, <a href="mailto:mikspe@um.dk">mikspe@um.dk</a>.</li> <li>• Programme Completion Report for Programme for Democracy and Human Rights in Nicaragua. (August-September 2010, team-leader Danida). Contact: Helle Vadmand, <a href="mailto:helvad@um.dk">helvad@um.dk</a></li> <li>• Technical review of civil society strengthening component in the regional environment programme in Central America (PREMACA). (May-July 2010). Team-leader for Danida. Contact: <a href="mailto:helvad@um.dk">helvad@um.dk</a></li> <li>• Review of agricultural and civil society strengthening project in Malawi, April 2010. Consultant on civil society strengthening for the Danish NGO ADRA. Contact: Christian Sørensen <a href="mailto:Chrsor@um.dk">Chrsor@um.dk</a></li> <li>• Identification &amp; formulation of Democracy and Human Rights Programme in Central America (March-June 2010), team-leader for Danida. Contact: <a href="mailto:helvad@um.dk">helvad@um.dk</a></li> <li>• Appraisal of the Environment Support Programme in Mozambique, March 2010 (back-up/project leader) for Danida. Contact: S. Westphal, <a href="mailto:silkwe@um.dk">silkwe@um.dk</a></li> <li>• Appraisal of Natural Resource Management Programme, Cambodia (May 2010), project manager (back-up/ project leader) for Danida. Contact: Merete Villum Pedersen, <a href="mailto:MERPED@um.dk">MERPED@um.dk</a></li> <li>• Review of Environment Sector Programme in Tanzania, (March 2010), project manager (back-up/ project leader) for Danida. Contact: <a href="mailto:elstar@um.dk">elstar@um.dk</a></li> <li>• Review of Environment Sector Programme, Nicaragua (PASMA), (March 2010), project manager (back-up) for Danida. Contact: S. Westphal, <a href="mailto:silkwe@um.dk">silkwe@um.dk</a>.</li> <li>• Review of Environmental Sector Programme, Bolivia, (February 2010), consultant for Danida. Contact: S. Westphal, <a href="mailto:silkwe@um.dk">silkwe@um.dk</a></li> <li>• Thematic review of local governance &amp; decentralisation of the Danish NGO MS, Consultant/responsible for Latin America, Danida, September 2009 – January 2010. Joel Nielsen, team leader Grontmij-Carl Bro, <a href="mailto:joel.nielsen@grontmij-carlbro.dk">joel.nielsen@grontmij-carlbro.dk</a></li> <li>• Review of project: “Strengthening the Disability Movement in Ghana through advocacy and organisational development”. August – September 2009. Team leader for Danish Association of Blind. Contact: Heidi Legene. <a href="mailto:hml@dkblind.dk">hml@dkblind.dk</a></li> <li>• Formulation of Sector Programme for Education in Nicaragua. May-July. 2009. Team leader for Danida. Jesper Andersen, <a href="mailto:JEANDE@um.dk">JEANDE@um.dk</a></li> <li>• Capacity assessment and appraisal of Danish environmental NGO Nepenthes in Central America, May – August, 2009. Team Leader for</li> </ul>
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	<p>Danida, Lotte Mindedal LOTMIN@um.dk</p> <ul style="list-style-type: none"> <li>• Civil Society Analysis of Health Project in Malawi, March-April 2009. Consultant for Danish NGO Adra. Anja Larsen, ANJLAR@adra.dk</li> <li>• Formulation of Access to Justice Programme in Bolivia, August 2008 and November 2008 – January 2009, Team leader for Danida (Danish Ministry of Foreign Affairs). Winnie Petersen, winpet@um.dk</li> <li>• Evaluation of outcome from Danish NGO projects in Bolivia: Health, Organisation and Environment. October-December 2008. Team leader for the Danish NGO Dialogos. Erik Jørs, erik.dialogos@gmail.com</li> <li>• Review of Indigenous Peoples Programme in Bolivia, August-September 2008, Editor for Danida. John Nielsen, johnie@um.dk</li> <li>• Formulation of guiding principles for enhancing alignment and harmonisation on local governance and decentralisation. Inwent-Germany (Secretariat for the Development Partners Working Group on Local Governance and Decentralisation). May – December 2008 and January – ongoing 2009. Backstopping for assignment for Inwent. Nina Helm, nina.helm@inwent.org</li> <li>• Review of Environmental Sector Programme in Bolivia, October – November 2008, backstopping for consultants, Danida. Mike Speirs, mikspe@um.dk</li> <li>• Formulation of Governance &amp; Access to Justice Programme in Nicaragua, including support to civil society, April – June 2008, Team leader for Danida. Jesper Andersen, JEANDE@um.dk</li> <li>• Review/impact analysis-cum-appraisal of Organisational Development Project for People with Disability, Honduras &amp; Nicaragua, January – April, 2008. Team leader for Danida. Grethe Ditmer, GREDIT@um.dk</li> <li>• Review of Environmental Programme in Nicaragua, June, 2007, backstopping for Danida. Elsebeth Tarp, ELSTAR@um.dk</li> <li>• Review of Environmental Programme in Vietnam. February-March 2008, backstopping for Danida. Mike Speirs, MIKSPE@um.dk</li> <li>• Technical Review of Environmental Regional Programme in Central America, December 2007. Backstopping for Danida. Lone Jensen, LONJEN@um.dk</li> <li>• Review of Democracy and Human Rights Programme in Nicaragua. November – December 2007. Team leader for Danida. Jesper Andersen, JEANDE@um.dk</li> <li>• Pre-appraisal of 3F project proposal for Central America and the Caribbean. January - April 2007. Team leader for Danida. Lars Kjellberg, LARKJE@um.dk</li> <li>• Review of Danish Human Rights and Democracy Programme in Central America. March – April 2007. Team leader for Danida. Helle Vadmand, HELVAD@um.dk</li> <li>• Study of Harmonisation &amp; Alignment: Decentralisation in Nicaragua. May – September, 2007. Consultant on Nicaragua for Danida &amp; KfW. Kristian Edinger, KRIEDI@um.dk</li> <li>• Evaluation of Ibis Thematic Programme in Central America. August – September 2007. Team leader for Ibis-Denmark. Klavs Wulff,</li> </ul>
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	<p>kwulff@ibis.org.gt</p> <ul style="list-style-type: none"> <li>• Review of the Thematic Programme approach in Ibis-Denmark. Visits to Ghana, Bolivia, Ecuador and Peru. August – December 2006 Analysis of questionnaires from all staff and main partners. Team leader for Ibis-Denmark. Karen Andersen, KA@ibis.dk</li> <li>• Mid-term review of PROGESTIÓN – Municipal Management and Local Development Strengthening Programme in Nicaragua. November 2006 – January 2007, Project leader for the Ministry for Foreign Affairs in Finland. Maria Luisa Babini, lunamar@cablenet.com.ni</li> <li>• Appraisal of the Environment Sector Programme Support in Tanzania, 2007 – 2012; 2007. Project leader for Danida (back-stopping from Denmark). Elsebeth Tarp, <a href="mailto:ELSTAR@um.dk">ELSTAR@um.dk</a></li> </ul>
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**Selected additional short-term assignments since 1998 (HN Consultants and Hansen Consult):**

<b>Date</b>	April – September 2006
<b>Location</b>	Nicaragua and back-up from Denmark
<b>Company &amp; contact details</b>	HN Consultants ApS for Swedish SIDA. Cecilia Bruhn, <a href="mailto:Cecilia.bruhn@sida.se">Cecilia.bruhn@sida.se</a>
<b>Position</b>	Project leader
<b>Description</b>	Facilitation of the formulation of the fourth phase of the RAAN-Asdi-RAAS Programme at the Atlantic Coast in Nicaragua. The programme includes support to regional, municipal and community authorities, including specific support to the indigenous population and civil society organisation. The activities are aligned to regional and municipal priorities and will be co-financed with other donors.

<b>Date</b>	July – August 2006
<b>Location</b>	Bolivia
<b>Company &amp; contact details</b>	HN Consultants for Danish NGO Ibis-Denmark. Martin Dickler, <a href="mailto:mdickler@ibisur.org">mdickler@ibisur.org</a>
<b>Position</b>	Team leader
<b>Description</b>	Organisational Structure Review. Design of the Institutional Set-up for Ibis's Programmes in South America: Promotion of Indigenous People's Collective Rights in Peru, Ecuador and Bolivia. Team leader.

<b>Date</b>	May – July 2006
<b>Location</b>	Guatemala, El Salvador, Honduras, Nicaragua, Costa Rica, Panama.
<b>Company &amp; contact details</b>	IBF-Belgium for the European Union. <a href="mailto:Info@ibf.be">Info@ibf.be</a>
<b>Position</b>	Consultant
<b>Description</b>	Formulation of Project Support to the Consolidation of a Customs Union in Central America, including its impact on peasant organisations and trade unions.

<b>Date:</b>	December 2003 – February 2006
<b>Location:</b>	Denmark
<b>Company &amp; contact details:</b>	HN Consultants for Danida. John Nielsen, <a href="mailto:JOHNIE@um.dk">JOHNIE@um.dk</a>
<b>Position:</b>	Team leader
<b>Description:</b>	Second and third assignment: Several countries: A desk review for each country supported by Danida is elaborated as a preparation for the Danish Ministry of Foreign Affairs' performance reviews of the countries.

<b>Date:</b>	Several missions; both back-up and visits: January 2006 – April 2006. January 2005 – May 2005 and October 2004 – December 2004
<b>Location:</b>	Nicaragua, Honduras, El Salvador, Guatemala and Costa Rica
<b>Company &amp; contact details:</b>	HN Consultants for Danida. Mike Speirs, <a href="mailto:MIKSPE@um.dk">MIKSPE@um.dk</a>
<b>Position:</b>	Quality assurance, project leader & consultant on decentralisation component.
<b>Description:</b>	Identification and formulation of the Regional Programme for Environment Support. Quality control for a team consisting of ten local consultants and two international consultants. Overall responsible for the final programme document and component descriptions to Danida. The team identified and formulated four components: i) Institutional support to the Central American Environment and Development Commission (CCAD); ii) Support to environmental research and advocacy organisations; iii) Support to decentralised environmental management in Honduras and Guatemala; iv) Support to eco-enterprises in sustainable management of natural resources and poverty reduction in Honduras and Guatemala.

<b>Date</b>	June – December 2005
<b>Location</b>	Bolivia
<b>Company &amp; contact details</b>	HN Consultants for Danida. Mogens Pedersen, <a href="mailto:MOPEDE@um.dk">MOPEDE@um.dk</a>
<b>Position</b>	Team leader
<b>Description</b>	Inception mission for Programme for Conflict Management, Anticorruption, Human Rights and Gender Equity. The mission established draft agreements with counterparts; reviewed key indicators with partners and discussed their plans for 2005 for four components co-financed with other donors: Conflict Management; Anticorruption; Human Rights and Gender Equity.

<b>Date</b>	August – October 2005
<b>Location</b>	Bolivia
<b>Company &amp; contact details</b>	HN Consultants for Danida. Grethe Ditmer, <a href="mailto:GREDIT@um.dk">GREDIT@um.dk</a>
<b>Position</b>	Team Leader

<b>Description</b>	Appraisal of proposal for NGO Caritas Support to Project “Los Lípez, Bolivia”. The purpose of the appraisal was to provide Danida with an assessment of the feasibility and sustainability of the project proposal from Caritas on “Support to Los Lípez: Development of the social and economic sustainable potential based on popular participation, Bolivia.”
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<b>Date</b>	February – March 2005
<b>Location</b>	Bolivia (Backstopping to consultant in Bolivia from Denmark)
<b>Company &amp; contact details</b>	HN Consultants for COWI Consult. Tom Dahl Østergaard, <a href="mailto:TDS@cowi.dk">TDS@cowi.dk</a>
<b>Position</b>	Quality assurance / Project responsible
<b>Description</b>	Review of Environmental Programme in Bolivia. The purpose of the mission was to review the progress of the Danida sector programme for environment in Bolivia and prepare key issues for the appraisal of the new 5-year phase of the programme. Quality control. HN Consultants for COWI (commissioned by Danida).

<b>Date:</b>	October 2004 – January 2005 and May –July 2004 (two assignments)
<b>Location:</b>	Central America and backstopping from Denmark
<b>Company &amp; contact details:</b>	HN Consultants for Danida. Charlotte Slente, <a href="mailto:CHASLE@um.dk">CHASLE@um.dk</a> and Ketil Karlsen ( <a href="mailto:ketkar@um.dk">ketkar@um.dk</a> )
<b>Position:</b>	Project Leader (both assignments)
<b>Description:</b>	(i) Identification and (ii) formulation of Programme for Human Rights and Democracy in Central America. The tasks included the supervision of five international and local consultants’ work with formulating a programme with main focus on anti-corruption and access to justice in Central America, in particular for women and indigenous people. Quality control in Central America and Denmark. HN Consultants for Danida.

<b>Date:</b>	February – April 2005
<b>Location:</b>	Backstopping from Denmark
<b>Company &amp; contact details:</b>	HN Consultants for Danida. Orla Bakdal, <a href="mailto:ORLBAK@um.dk">ORLBAK@um.dk</a>
<b>Position:</b>	Project Leader and quality assurance
<b>Description:</b>	February – April 2005: Final editing of Thematic Programme for Good Governance and Democratisation in Zambia. The task consisted in an adjustment of the programme document and four component descriptions: i) Fundamental Reforms ii) Transparent Management iii) Democratisation and Decentralisation iv) Access to Justice. The final editing incorporated recommendations from an appraisal carried out by the Danish Ministry of Foreign Affairs.

<b>Date:</b>	August – November 2004 and January–February 2005
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<b>Location:</b>	Bolivia
<b>Company &amp; contact details:</b>	HN Consultants for Danida. Mogens Pedersen, <a href="mailto:MOPEDE@um.dk">MOPEDE@um.dk</a>
<b>Position:</b>	Team leader
<b>Description:</b>	Formulation and final editing after appraisal of Programme for Conflict Management, Anticorruption, Human Rights and Gender Equity. Four components were formulated: i) Conflict Management, including support to Ministry of the Presidency, specialised foundations and civil society ii) Anti-corruption; including support to four key state institutions, among these the Auditor General. iii) Human Rights, including support to the Ombudsman's institutional plan, the National Electoral Council and human rights organisations iv) Gender Equity, including support to the vice-ministry for women's rights and civil society organisations. Approved in March 2005 with a budget of about 9 million USD.

<b>Date:</b>	October – December 2004
<b>Location:</b>	Bolivia
<b>Company &amp; contact details:</b>	HN Consultants for Danida. Mogens Pedersen, <a href="mailto:MOPEDE@um.dk">MOPEDE@um.dk</a>
<b>Position:</b>	Team leader
<b>Description:</b>	Identification of Support to the Decentralisation Process in Bolivia. Field visit to donors, national level authorities and selected municipalities in order to design a new programme for support to the decentralisation process. The mission outlined a possible programme for support to the Ministry of Popular Participation, for capacity building and investments for municipalities and for support to civil society organisations, including the so-called vigilance committee. Due to the lack of adequate national mechanisms for channelling donor funds to the municipalities, it was decided to postpone the programme formulation until a Constitutional Assembly has been held.

<b>Date:</b>	December 2003 – March 2004.
<b>Location:</b>	Guatemala, Bolivia, Ghana, South Africa, Namibia, Mozambique.
<b>Company &amp; contact details:</b>	HN Consultants for Danish NGO Ibis. Karen Andersen, <a href="mailto:KA@ibis.dk">KA@ibis.dk</a>
<b>Position:</b>	Team leader.
<b>Description:</b>	Organisational Audit of the Danish NGO Ibis. The assignment included assessment of 1) potential and plans for the focus area "Education for Change" in the five regions where Ibis is working, including the support to civil society organisations 2) Status for the fundraising situation in all five regions 3) Organisational set-up of Ibis, in particular the relation between Ibis Head Office and the five main Ibis Regional Offices. 4) Regional perspective: revisiting the arguments for maintaining a regional perspective in all five regions vis-à-vis the selection of a few countries.

<b>Date:</b>	September 2003
<b>Location:</b>	Denmark
<b>Company &amp; contact details:</b>	HN Consultants for Danida. Finn Skadkær Pedersen, <a href="mailto:Finn@skadkaer.dk">Finn@skadkaer.dk</a>
<b>Position:</b>	Quality assurance and project leader.
<b>Description:</b>	September 2003: Appraisal of Thematic Programme for Good Governance in Ghana. I had the overall responsibility for contracting and supervising two consultants for an Appraisal of Thematic Programme for Good Governance in Ghana carried out by the Danish Ministry of Foreign Affairs. The programme includes four components: i) Multi-Donor Budget Support ii) Support to Decentralisation iii) Support to Key Governance Institutions and Human Rights Organisations iv) Support to Civil Society Organisations.

<b>Date :</b>	August – November 2003
<b>Location:</b>	Nicaragua
<b>Company &amp; contact details:</b>	Hansen Consult for Ministry of Foreign Affairs, Finland. Maria Luisa Babini, <a href="mailto:lunamar@cablenet.com.ni">lunamar@cablenet.com.ni</a>
<b>Position:</b>	Team leader
<b>Description:</b>	Support to the decentralisation process and municipal development in Nicaragua. Formulation of a municipal development programme (“Pro-Gestión”), which is implemented from 2004-2008 with support from the Finnish government. The task included the design of i) the support at the municipal level to strengthen capacity to provide services and strengthen their administrative and financial capacity ii) support to promote socio-economic development in the municipalities iii) support to promote citizen’s participation in local politics and iv) support the development of national decentralisation policies.

<b>Date:</b>	August – December 2003
<b>Location:</b>	Denmark
<b>Company &amp; contact details:</b>	HN Consultants for Danida. <a href="mailto:JOHNIE@um.dk">JOHNIE@um.dk</a>
<b>Position:</b>	Team leader
<b>Description:</b>	Danida Performance Review Preparation – several countries. First assignment: This task consisted in a desk-review of all relevant information related to the country programmes in Zambia, Nicaragua, Nepal and Tanzania. A desk note for each country was elaborated as a preparation for the Danish Ministry of Foreign Affairs’ performance reviews of these countries.

<b>Date:</b>	February – April 2003
<b>Location:</b>	Guatemala and Denmark
<b>Company &amp; contact details:</b>	HN Consultants for Danida. Marianne Kress, <a href="mailto:MARKRE@um.dk">MARKRE@um.dk</a>
<b>Position:</b>	Team leader

<b>Description:</b>	Thematic review of Danish NGOs with Framework Agreements with Danida. The Review focused on the Danish NGO Ibis and its follow-up on the capacity assessment carried out by Danida in 2000. Moreover, the Thematic Review included an assessment of the programme “local governance, decentralisation and community participation” carried out in Guatemala. The task included visits to a number of municipalities and civil society actors in Guatemala.
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<b>Date:</b>	November 2002 – January 2003 and May-June 2003
<b>Location:</b>	Nicaragua
<b>Company &amp; contact details:</b>	HN Consultants for Danida. Charlotte Slente, <a href="mailto:CHASLE@um.dk">CHASLE@um.dk</a>
<b>Position:</b>	Team leader
<b>Description:</b>	Formulation of a Second Phase of the Support Programme for Decentralisation and Municipal Development. The objective of the consultancy was to consider options for future support to the formulation and implementation of a national strategy for decentralisation and local development; including the support to the possible creation of a national mechanism for transfer of funds to municipalities from central government and donor organisations. Moreover, the task included the design of the support at the municipal level to strengthen capacity to provide services, promote economic development and strengthen their administrative and financial capacity.

<b>Date:</b>	October – November 2002
<b>Location:</b>	Nicaragua
<b>Company &amp; contact details:</b>	HN Consultants for Danida. John Nielsen, <a href="mailto:JOHNIE@um.dk">JOHNIE@um.dk</a>
<b>Position:</b>	Team leader
<b>Description:</b>	Review of Programme for Decentralisation and Municipal Development in Nicaragua. The objective of the review was to assess progress in programme implementation; review progress made towards institutionalisation of the programme, and to assess the relevance and appropriateness of PRODEMU strategies and areas of intervention in light of progress in the decentralisation process in Nicaragua.

<b>Date:</b>	June – September 2002
<b>Location:</b>	Mozambique
<b>Company &amp; contact details:</b>	HN Consultants for Danida. John Nielsen, <a href="mailto:JOHNIE@um.dk">JOHNIE@um.dk</a>
<b>Position:</b>	Report Editor
<b>Description:</b>	June – September 2002: Appraisal of Programme Support to Justice Sector in Mozambique. The task included the preparation of a Draft Programme Document for Danida assistance, including support to the Supreme Court, the Ministry of Justice; Training Centres in the justice sector, the Attorney General’s Office in the country. Moreover, the design included support to civil

	society organisations which provide legal aid and participate in advocacy activities related to the law reform process in the country.
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<b>Date:</b>	May 2002
<b>Location:</b>	Denmark
<b>Company &amp; contact details:</b>	HN Consultants for Danida. John Nielsen, <a href="mailto:JOHNIE@um.dk">JOHNIE@um.dk</a>
<b>Position:</b>	Team leader
<b>Description:</b>	Desk Note for “Assessment of the reporting system for the management of Danish Development Aid”. The consultancy consisted in a comprehensive file research in the Ministry of Foreign Affairs as regards reporting made during 2001 for a sample of three sector programmes and more than twenty component - and subcomponent - descriptions with the purpose of reviewing their compliance with existing requirements.

<b>Date:</b>	January – April 2002
<b>Location:</b>	Central America (Honduras, El Salvador, Guatemala, Costa Rica, Nicaragua)
<b>Company &amp; contact details:</b>	HN Consultants for Danida. Charlotte Slente, <a href="mailto:CHASLE@um.dk">CHASLE@um.dk</a>
<b>Position:</b>	Team leader
<b>Description</b>	Finalization of Component Strategies for PRODECA in Central America. The task included the final editing of three component strategies for the Danish Human Rights Programme for Central America (PRODECA) regarding Administration of Justice; Media and Freedom of Expression and Democracy and Good Governance. Moreover, a number of consultations with different stakeholders, including civil society organisations and public institutions, were carried out to discuss the strategies.

<b>Date:</b>	August-December 2001
<b>Location:</b>	Honduras, El Salvador, Nicaragua and Guatemala
<b>Company &amp; contact details:</b>	HN Consultants for Danida. Charlotte Slente, <a href="mailto:CHASLE@um.dk">CHASLE@um.dk</a>
<b>Position:</b>	Team leader
<b>Description</b>	Development of Strategy for the component “Democratic Participation and Good Governance” for the Danish Human Rights Programme for Central America, PRODECA. The task included two visits to Central America, the coordination of four national studies in Honduras, El Salvador, Nicaragua and Guatemala on good governance issues and two cross-cutting studies on representative democracy and gender.

<b>Date:</b>	May-July 2001
<b>Location:</b>	Washington and Denmark
<b>Company &amp; contact</b>	Hansen Consult for World Bank. Maria Gonzalez, <a href="mailto:Mgonzalezasis@worldbank.org">Mgonzalezasis@worldbank.org</a>

<b>details:</b>	
<b>Position:</b>	Project responsible
<b>Description:</b>	Consultancy for support to anti-corruption courses and courses on judicial reform for official and civil society stakeholders in Asia and Latin America. The task included administrative support regarding Organization of the Anti-corruption Core Course; coordinating with speakers, facilitators and consultants; Researching and helping in the organization of the Judicial Learning Program; and Researching and helping in the organization of the Municipal core course for Latin America. The tasks were carried out by a Costa Rican consultant in close coordination with Finn Hansen.

<b>Date:</b>	April-May 2001
<b>Location:</b>	Denmark (desk study)
<b>Company &amp; contact details:</b>	HN Consultants for Danida. Mogens Blom, <a href="mailto:MOGBLO@um.dk">MOGBLO@um.dk</a>
<b>Position:</b>	Report editor
<b>Description:</b>	Component Description: Support to Civil Society in Bolivia. Desk-task. A draft component elaborated by local consultants was updated and additional information from the Danish Embassy in Bolivia, the Ministry of Foreign Affairs and civil society organisations was incorporated. The component description takes into account the recent Danida Strategy for Support to Civil Society, with special emphasis on support to indigenous people's organisations.

<b>Date:</b>	March-April 2001
<b>Location:</b>	Nicaragua
<b>Company &amp; contact details:</b>	HN Consultants for Danida. John Nielsen, <a href="mailto:JOHNIE@um.dk">JOHNIE@um.dk</a>
<b>Position:</b>	Team leader
<b>Description:</b>	Joint Review, Programme for Decentralisation and Municipal Development, Nicaragua. The objective of the assignment was to assess the suitability of the framework for the Danida support to Decentralisation and Municipal Development in Nicaragua and the progress achieved in implementation, encompassing the national, regional and municipal levels.

<b>Date:</b>	February-March 2001
<b>Location:</b>	Bolivia
<b>Company &amp; contact details:</b>	HN Consultants for Danida. Jørgen Karlsen, <a href="mailto:JORKAR@um.dk">JORKAR@um.dk</a>
<b>Position:</b>	Team leader
<b>Description:</b>	Support to Rural Enterprises (PAER). The objective was to pre-appraise and assess the geographical coverage, objectives, results and activities of one of the components (PAER) of the Danish Support to the Agricultural Sector in Bolivia, which included credit, training and technical assistance to small rural enterprises in four departments in Bolivia. The consultant was responsible for

	institutional aspects and for the work of a local consultant on agricultural issues and a trainee (gender issues).
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<b>Date:</b>	December 2000 - January, 2001
<b>Location:</b>	Bolivia and Denmark
<b>Company &amp; contact details:</b>	HN Consultants for Danida. Mogens Blom, <a href="mailto:MOGBLO@um.dk">MOGBLO@um.dk</a>
<b>Position:</b>	Report Editor
<b>Description:</b>	Support to municipalities in Chuquisaca and Potosí, Bolivia. Desk-task aimed at incorporating all findings from a Review-cum-Appraisal mission, together with comments from the Ministry of Foreign Affairs and the Danish Embassy in Bolivia in a final component description in English and Spanish for support to the municipalities in the departments prioritised in Bolivia.

<b>Date:</b>	August - October 2000
<b>Location:</b>	Bolivia
<b>Company &amp; contact details:</b>	Hansen Consult for Danida. Mogens Blom, <a href="mailto:MOGBLO@um.dk">MOGBLO@um.dk</a>
<b>Position:</b>	Team leader
<b>Description:</b>	Support to Municipalities and Indigenous People. This task included Formulation and pre-appraisal of the continuation of the Sector Programme Support to Municipalities in Potosí and Chuquisaca within the framework of the decentralisation process in Bolivia; including support to infrastructure projects and institutional strengthening (particular on planning processes). Moreover, the consultancy included institutional assessment of thirteen municipalities' administrative and professional capacity, and their capacity to involve local.

<b>Date:</b>	May - July 2000:
<b>Location:</b>	Nicaragua
<b>Company &amp; contact details:</b>	Hansen Consult for Danida. Sus Elbæk, <a href="mailto:SUSELB@um.dk">SUSELB@um.dk</a>
<b>Position:</b>	Team leader
<b>Description:</b>	Formulation of a Danish Human Rights and Democracy Programme. Nicaragua. The consultancy included formulation of objectives, strategy and definition of potential counterparts among state institutions, semi-independent state institutions and civil society organisations. The formulation also included institutional assessments of a number of possible counterparts among civil society organisations.

<b>Date:</b>	February 2000 - March 2000
<b>Location:</b>	Guatemala
<b>Company &amp; contact details:</b>	Hansen Consult for Ibis. Karen Andersen, <a href="mailto:KA@ibis.dk">KA@ibis.dk</a>
<b>Position:</b>	Team leader
<b>Description:</b>	Evaluation of the Civil Society Assembly. Evaluation of the advocacy project regarding support to the Civil Society Assembly. The evaluation included an assessment of the Civil Society Assembly's contribution to an effective monitoring of the implementation of the Peace Accords in Guatemala. The evaluation was based on self assessments from representatives of the Civil Society Assembly and from a number of key informants.

<b>Date:</b>	November - December 1999
<b>Location:</b>	Bolivia
<b>Company &amp; contact details:</b>	Hansen Consult for Danida. Jørgen Karlsen <a href="mailto:JORKAR@um.dk">JORKAR@um.dk</a>
<b>Position:</b>	Consultant and Editor
<b>Description:</b>	Inception mission. Technical support to define the Institutional and Operational organisation of Programme for Sector Support to Agriculture and Rural Development. The task included consultations with relevant stakeholders for the Danida sector programme on Agriculture and Rural Development in order to establish consultative councils for the programme at the national, regional and local level, and define Terms of References for these councils.

<b>Date:</b>	October - November 1999 / December 1999 - January 2000 / March – May 2000
<b>Location:</b>	Denmark
<b>Company &amp; contact details:</b>	Ministry of Foreign Affairs (NGO section). Mogens Blom, <a href="mailto:MOGBLO@um.dk">MOGBLO@um.dk</a>
<b>Position:</b>	Short-term Technical Adviser
<b>Description:</b>	Technical Adviser in NGO section, preparing formulation of Terms of Reference, follow-up and preparation of Capacity Assessments of Danish NGOs and for Pre-appraisals of project proposals from Danish NGOs to the Ministry of Foreign Affairs in Denmark.

<b>Date:</b>	July - September 1999
<b>Location:</b>	Guatemala
<b>Company &amp; contact details:</b>	Hansen Consult for Danida.. Mogens Blom, <a href="mailto:MOGBLO@um.dk">MOGBLO@um.dk</a>

<b>details:</b>	
<b>Position:</b>	Consultant and editor
<b>Description:</b>	Review of Danish transitional assistance to Guatemala. Review of United Nations component, NGO component and PRODECA-TA (Danida transitional assistance). During the mission, a comprehensive framework was elaborated for the assessment of the programme components for the promotion of human rights and democracy in Guatemala. Review of objectives and strategy.

<b>Date:</b>	December 1998 - June 1999
<b>Location:</b>	Nicaragua and Denmark
<b>Company &amp; contact details:</b>	Centre for Development Research, Denmark. Steen Folke, SFO@diis.dk
<b>Position:</b>	Research-fellow/coordinator
<b>Description:</b>	In charge of in-depth study in Nicaragua: "Capacity building within the framework of partnership", which forms part of the Danish NGO impact study involving all Danish NGOs with activities in Bangladesh, Tanzania and Nicaragua. The research developed a "Rapid Assessment of Organisational and Institutional Change" regarding effect and impact of capacity building. The research had emphasis on self assessment, including the assessment by beneficiaries, focus groups, project staff and counterpart organisations.

<b>Date:</b>	November - December 1998
<b>Location:</b>	El Salvador
<b>Company &amp; contact details:</b>	Danish NGO Mellempfolkeligt Samvirke. (contact no longer available).
<b>Position:</b>	Short-term adviser.
<b>Description:</b>	Fund Raising Strategy for NGO. Support for the formulation of a fund-raising strategy for the Salvadoran NGO "FUCAD" (Central American Foundation for Sustainable Human Development).

<b>Date:</b>	September – October 1998
<b>Location:</b>	Bolivia
<b>Company &amp; contact details:</b>	Nielsen Consult for Danida. Ole Frank Nielsen, <a href="mailto:olefrank@hn-consultants.net">olefrank@hn-consultants.net</a>
<b>Position:</b>	Team member on institutional analysis.
<b>Description:</b>	Pre-appraisal of health project proposals from the Danish NGO "Dialogos". Bolivia. Danida. Chuquisaca and La Paz Regions. The pre-appraisal included a

	review of a first phase of the project based on selected beneficiary and focus group assessments and pre-appraisal of two project proposals on health.
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<b>Date:</b>	August – September 1998
<b>Location:</b>	Denmark
<b>Company &amp; contact details:</b>	Aalborg University. Steen Fryba Christensen, <a href="mailto:sfc@hum.aau.dk">sfc@hum.aau.dk</a>
<b>Position:</b>	Short-term research fellow
<b>Description:</b>	Fact finding: Mapping of Danish private and public institutions with activities in Latin America based on interviews, networking and internet research.

<b>Date:</b>	August - September 1998
<b>Location:</b>	Nicaragua
<b>Company &amp; contact details:</b>	Hansen Consult for Danida. John Nielsen, <a href="mailto:JOHNIE@um.dk">JOHNIE@um.dk</a>
<b>Position:</b>	Consultant and editor
<b>Description:</b>	Appraisal and follow-up mission on decentralisation and municipal development in Nicaragua. Drafting of component document for national component regarding support to the association of municipalities and to different advocacy activities for financial and political decentralisation.

<b>Date:</b>	May – July 1998
<b>Location:</b>	Bolivia
<b>Company &amp; contact details:</b>	Hansen Consult for Danida. John Nielsen, <a href="mailto:johnie@um.dk">johnie@um.dk</a>
<b>Position:</b>	Team leader.
<b>Description:</b>	Appraisal mission on support to decentralisation and community development in Chuquisaca within the process of the decentralisation process in Bolivia. The support includes financing of infrastructure projects at the municipal level and institutional strengthening of the municipalities. Institutional assessment of six municipalities' professional and administrative capacity, including their capacity to stimulate participatory planning processes.

<b>Date:</b>	February – April 1998
<b>Location:</b>	Nicaragua
<b>Company &amp; contact details:</b>	Danida. John Nielsen. <a href="mailto:Johnie@um.dk">Johnie@um.dk</a>

<b>details:</b>	
<b>Position:</b>	Short-term adviser
<b>Description:</b>	Fact finding mission on decentralisation and municipal development in Region I and the Atlantic Coast of Nicaragua. Institutional assessment of six municipalities' professional and administrative capacity, including their capacity to stimulate participatory planning processes. Drafting of component document.

<b>Date:</b>	November - December 1997
<b>Location:</b>	Honduras
<b>Company &amp; contact details:</b>	Danida. (contact no longer available).
<b>Position:</b>	Consultant
<b>Description:</b>	Institutional Analysis of NGOs. Institutional analysis for PRODECA-Danida on capacity of three Honduran NGOs. Observer at Honduran elections for the Danish Embassy in Central America.

<b>Date:</b>	May 1997 (Special leave from UNDP)
<b>Location:</b>	Central America (Honduras, Guatemala, El Salvador, Nicaragua, Costa Rica)
<b>Company &amp; contact details:</b>	Nordic Consulting Group for Danida. Anne-Lise Clausen, <a href="mailto:ncg@ncg.dk">ncg@ncg.dk</a>
<b>Position:</b>	Consultant
<b>Description:</b>	Appraisal mission of the Danish Human Rights Programme for Central America, Danida. 1998-2002 (PRODECA III). In charge of elaborating draft on socio-economic development in Central America, including the role of civil society, and draft on project assessments.

#### Long term assignments 1992 – 1998 (UNDP and Danish NGO Ibis):

<b>Date:</b>	November 1995 – December 1997
<b>Location:</b>	Costa Rica
<b>Company &amp; contact details:</b>	United Nations Development Programme. Orla Bakdal, <a href="mailto:ORLBAK@um.dk">ORLBAK@um.dk</a>
<b>Position:</b>	Junior Professional Officer
<b>Description:</b>	United Nations Development Programme in Costa Rica. In charge of projects on "good governance", state reform and decentralisation and follow-up activities related to the coordination of the UN System and the National

	Sustainable Human Development Report "The State of the Nation".
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<b>Date:</b>	March 1995 – October 1995
<b>Location:</b>	Central America
<b>Company &amp; contact details:</b>	Danish NGO Ibis. Karen Andersen, <a href="mailto:ka@ibis.dk">ka@ibis.dk</a>
<b>Position:</b>	Consultant
<b>Description:</b>	Ibis-Denmark in Nicaragua. Study on decentralisation and local organisations in Central America. Advocacy strategy for several Central American organisations, updating of study on trade and cooperation between Europe and Central America for the <i>Coordinadora Regional de Investigaciones Económicas y Sociales</i> (CRIES) - a research institute covering Central America and the Caribbean.

<b>Date:</b>	March 1994 – March 1995
<b>Location:</b>	Nicaragua/Central America
<b>Company &amp; contact details:</b>	Danish NGO Ibis. Karen Andersen, <a href="mailto:ka@ibis.dk">ka@ibis.dk</a>
<b>Position:</b>	Development worker/cooperant
<b>Description:</b>	Technical assistant on European and Central American relations (including an English language bulletin on advocacy issues) at the regional office of the Association of Central American Peasant Organisations for Cooperation and Development (ASOCODE) with members in Guatemala, El Salvador, Belize, Honduras, Nicaragua, Costa Rica and Panama

<b>Date:</b>	January 1992 - March 1994:
<b>Location:</b>	Nicaragua/Central America
<b>Company &amp; contact details:</b>	Danish NGO Ibis. Karen Andersen, <a href="mailto:ka@ibis.dk">ka@ibis.dk</a>
<b>Position:</b>	Research fellow/Development worker
<b>Description:</b>	Research fellow at CRIES, dealing with issues relating to European and Central American relations, including research on the impact of the international coffee crisis on small and medium farmers. The research was discussed with Central American peasant organisations and served as an input for developing alternative proposals.