

## Curriculum vitae

1. Family name: Toepfer  
 2. First names: Jochen  
 3. Date of birth: 03 April 1968  
 4. Nationality: German  
 5. Civil status: Married  
 6. Education:

Institution [Date from – Date to]	Degree(s) or Diploma(s) obtained:
PSI Institute AG, Berlin: [12/1997 – 09/1999]	Postgraduate training in organisation development consulting
Catholic High School for Applied Social Science, Berlin [09/1993 - 01/1997]	Diploma in social work science – focus on: International development co-operation, non-profit management and adult education
Humboldt University, Berlin: [09/1990 - 09/1991]	Social therapy training

### 7. Language skills: (Indicate competence on a scale of 1 to 5 (1 – excellent; 5 – basic))

Language	Reading	Speaking	Writing
German	1	1	1
Russian	1	1	2
English	1	1	1
Ukrainian	5	5	5

### 8. Membership of professional bodies:

- Association of Management & Organisation Development Consultants of Russia ([www.smc.ane.ru](http://www.smc.ane.ru))
- East-West Institute for Non Profit Management e.V., Bonn ([www.owi-bonn.de](http://www.owi-bonn.de))
- Berlin open space cooperative (boscop eg), Berlin ([www.boscop.org](http://www.boscop.org))
- Future Search Network, Philadelphia ([www.futuresearch.net](http://www.futuresearch.net))

### 9. Other skills: (e.g. Computer literacy, etc.)

- Computer skills: Linux, Windows, Macintosh, Internet
- International Red Cross Basic Training Course for Delegates 05/1998
- Open space training 02/2000
- Appreciative Inquiry training 03/2001
- Open space advanced training 06/2001
- Large group facilitation training 09/2002 and 09/2003
- Future Search Conference training 04/2004
- EU Core Course on Civilian Aspects of Crisis Management 06/2005
- Practice of Peace Program 11/2005
- Wave Rider: Leadership for High Performance in a Self-Organizing World 11/2008

### 10. Present position: Independent, self-employed consultant and trainer

11. Years within the firm: 14 years

### 12. Key qualifications:

- Monitoring and evaluation of projects and programs, Multi stakeholder analysis, Impact assessment
- Consulting and training on capacity building, institutional building and project management
- Facilitation of large group intervention gatherings (open space technology, future search conference, appreciative inquiry)
- Design and facilitation of professional training and performance development programmes

### 13. Specific experience in the region:

Countries	Date from - Date to	Countries	Date from - Date to
Ukraine	08/2003 - present	Kazakhstan	11/2001 – 06/2002, 06/2000 – 09/2001
Russia	1/1992– 04/1994, 01/1995 – 01/1999, 2007 – present	Armenia Azerbaijan	11/2001 – 06/2002 12/2005 – 03/2006,
Belarus	05/2003 – present	Georgia	01/1995 – 12/1996, 2003 - present
Moldova	01/2008 - present	Kyrgyzstan	06/2000 – 09/2001
Suriname	03/2009	Tajikistan	06/2000 – 09/2001, 10/2003 – 02/2004
Macedonia, Bulgaria, Serbia-Montenegro,	11/2000 – 4/2003	Uzbekistan	06/2000 – 09/2001
Hungary, Latvia	1999 - 2003	Turkmenistan	06/2000 – 09/2001
Mongolia	11/2001 – 06/2002	Poland, Czech Republic	2003 – present

#### 14. Professional experience:

Date	Location	Company	Position	Description
05/2009	Belarus	Konrad Adenauer Foundation	Senior Consultant (ST)	International Donors and Implementers Meeting for the Civil Society sector in Belarus <input type="checkbox"/> Preparation and facilitation of an Open Space conference
11/2008-4/2009	Suriname	Transtec S.A.	Senior Consultant (ST)	Poverty alleviation: Strengthening NGOs and CBOs in Suriname <input type="checkbox"/> Preparation and facilitation of an Open Space conference
09/2008–07/2009	Belarus, Ukraine, Russia	Foundation "Remembrance, Responsibility and Future"	Senior Consultant (ST)	Institutional and capacity building in the three major partner organisations in Russia, Belarus and Ukraine <input type="checkbox"/> Organisational assessment and development process consultancy <input type="checkbox"/> Institutional building and network building
01/2008-05/2008	Ukraine	Contour Global	Senior Consultant (ST)	Facilitation of an Organisational Transformation project with Work-Out approach at Kramatorsk Power Plant <input type="checkbox"/> Identification of organisational problems and bureaucratic hurdles <input type="checkbox"/> Finding solutions and facilitating their implementation
12/2007-07/2008	Russia	Kindernothilfe e.V.	Senior Consultant (ST)	Evaluation of the partner organisation in St.Petersburg working with orphans <i>Consulting Services rendered:</i> <input type="checkbox"/> Impact assessment of the joint project implementation <input type="checkbox"/> Recommendations for further development of the program
09/2007-04/2008	Moldova, Romania	Robert Bosch Foundation	Senior Consultant (ST)	Impact assessment of the Senior Expert Service program to VET institutions in Eastern Europe. <i>Consulting Services rendered:</i> <input type="checkbox"/> Impact assessment of Senior Expert Assignments <input type="checkbox"/> Recommendations for further development of the program
08/2007-12/2007	Russia, Georgia	Institute for Foreign Cultural Relations and German MFA	Senior Consultant (ST)	Monitoring and evaluation of a civilian peacekeeping project in the Caucasus region. <i>Consulting Services rendered:</i> <input type="checkbox"/> Project and stakeholder groups analysis and impact assessment <input type="checkbox"/> Impact assessment of peacekeeping strategies in the Caucasus
09/2006-08/2007	Ukraine	Ukrainian Social Investment Fond / EPOS (Worldbank funded)	Technical Adviser (ST)	Creation of a Social Care Services Methodological Training and Resource Centre at the Ministry of Labour in Ukraine <input type="checkbox"/> Institutional building and organisational design and development consulting <input type="checkbox"/> Recruitment, training and mentoring of key staff
10/2003-03/2006	Ukraine	German-Russian Exchange ( <i>EC funded</i> )	Senior Consultant (ST)	Strengthening Civil Society programme in selected regions of Ukraine. <i>Consulting Services rendered:</i> <input type="checkbox"/> Multi stakeholder analysis, facilitation of Open Space Technology gatherings <input type="checkbox"/> Conducting strategic planning and capacity building trainings
12/2005-03/2006	Azerbaijan	UNICEF, Azerbaijan	Senior Consultant (ST)	Youth participation in poverty reduction in Azerbaijan. <i>Consulting Services rendered:</i> <input type="checkbox"/> Multi-stakeholder analysis, facilitation of a Future Search Conference in the framework of conflict resolution initiative
08/2004-11/2006	Ukraine, Russia, Belarus, Estonia	Foundation "Remembrance, Responsibility and Future"	Senior Consultant (ST)	Institutional and Capacity building programme for local social service NGO. <i>Consulting Services rendered:</i> <input type="checkbox"/> Needs assessment, Strategic planning and project cycle management training and mentoring <input type="checkbox"/> Organisational development, human resource development and organisational transformation training and consultancy
12/2003-06/2005	Ukraine	East-West Institute ( <i>EC funded</i> )	Senior Consultant (ST)	Institutional building programme for social service NGO in Ukraine. <i>Consulting Services rendered:</i> <input type="checkbox"/> Organisational assessment and human resource development and training <input type="checkbox"/> Facilitating large group intervention meetings
09/2003-02/2004	Ukraine	Heinrich Boell Foundation, Berlin	Senior Consultant (ST)	Monitoring and evaluation of the country-programme Ukraine. <i>Consulting Services rendered:</i> <input type="checkbox"/> Project evaluation, organisational assessment <input type="checkbox"/> Recommendations for further development
10/2003-02/2004	Tajikistan	Institute for Foreign Cultural Relations and German MFA	Senior Consultant (ST)	Impact assessment of a peacekeeping dialogue project with moderate islamists in Tajikistan. <i>Consulting Services rendered:</i> <input type="checkbox"/> Project monitoring and beneficiary analysis <input type="checkbox"/> Organizational assessment and conflict resolution training and consultancy

Date	Location	Company	Position	Description
06/2002-09/2003	Czech Republic, Bulgaria	CEE Bankwatch, Prague	Senior Consultant (ST)	Institutional and capacity building programme of the Central and Eastern European Bankwatch Network. <i>Consulting Services rendered:</i> <input type="checkbox"/> Organisational assessment, management capacity building, Increase of work effectiveness
11/2001-06/2002	Kazakhstan, Mongolia, Armenia	Internat. Fed. of Red Cross & Red Crescent Societies, Geneva	Consultant (ST)	Organisation development of Red Cross Societies in Kazakhstan, Mongolia and Armenia. <i>Consulting Services rendered:</i> <input type="checkbox"/> Project monitoring and impact assessment in the field of poverty reduction <input type="checkbox"/> Institutional building and human resource development consultancy and training
01/2001-08/2002	Czech Rep. Hungary, Russia	Heinrich Boell Foundation, Berlin	Consultant (ST)	Cross sectional evaluation of environmental projects in Eastern European countries. <i>Consulting Services rendered:</i> <input type="checkbox"/> Project analysis for Eastern Europe <input type="checkbox"/> Field studies and organizational assessment
11/2000-04/2003	Poland, Macedonia, Serbia	Internat. Fed. of Red Cross & Red Crescent Societies, Budapest	Consultant (ST)	Capacity building programme of Central and Eastern European Red Cross Societies. <i>Consulting Services rendered:</i> <input type="checkbox"/> Volunteer management and Fundraising training <input type="checkbox"/> Organizational transformation process consulting
06/2000-09/2001	Kazakhstan, Tajikistan, Uzbekistan, Turkmenistan, Kyrgyzstan	Internat. Fed. of Red Cross & Red Crescent Societies, Almaty	Consultant (ST)	Review of organisation development in recent history in 5 National Red Crescent Societies in Central Asia and recommendations for further strategy. <i>Consulting Services rendered:</i> <input type="checkbox"/> Project monitoring and impact assessment of humanitarian projects <input type="checkbox"/> Institutional building and human resource strategy development
05/1999-06/1999	Russia	Heinrich Boell Foundation e.V., Berlin	Monitoring consultant	Project monitoring and evaluation in Russia. <i>Consulting Services rendered:</i> <input type="checkbox"/> Impact assessment of the project progress of environmental projects funded by Heinrich Boell Foundation <input type="checkbox"/> Project management training, Organisation diagnosis
01/1996-01/1999	Russia	German Russian Exchange e.V., Berlin (EC funded)	EU-Tacis team leader (LT)	Regional Support to NGO's in Western Siberia and Urals. <i>Consulting Services rendered:</i> <input type="checkbox"/> Organisation Development in local NGO, Providing management support and technical assistance <input type="checkbox"/> Establishing of inter-European NGO networks, specific NGO related consulting (volunteering and fundraising)
01/1995-12/1996	Russia and CIS	German Agency for Technical Co-operation (GTZ)	Project Manager (LT)	Research on development of professional social work education in CIS countries, <i>Consulting Services rendered:</i> <input type="checkbox"/> Field research and expertise on curricula for social work university-level education <input type="checkbox"/> Impact assessment of practice of social workers in governmental structures and NGO's <input type="checkbox"/> Providing training seminars on social work and non-profit management issues
02/1993-09/1994	St. Petersburg, Berlin	Perspektiven e.V.	Project co-ordinator (LT)	<input type="checkbox"/> Internal advisor for Russian NGO's <input type="checkbox"/> Humanitarian aid programmes

#### 15. Other relevant information: (e.g. Publications)

- Article: "open space and participation of children and youth" in Ringler: Practice and Methods of Assistance for Children and Youth, Schneider Publishing House, Hohengehren 2007
- Article: "open space and network consulting" in Sydow/Manning: Network Consulting: Approaches towards Consulting of Networks, Gabler Publishing House, Wiesbaden 2006
- Article: "Peace in Ferghana Valley – a report on an open space-gathering" Berlin Eastern European Quarterly, Berlin 2004
- Article: "Selforganisation and organisational behaviour", Neue Perspektiven, Quarterly journal for professional education, University Berlin 2004
- Article: "Future Search Conference – discovering the common ground for the future", German Red Cross, Management and leadership manual, Berlin 2003
- Article: "Appreciative Inquiry – a different view on organisations", German Red Cross, Management and leadership manual, Berlin 2003
- Article: "open space technology – a short overview", German Red Cross, Management and leadership manual, Berlin 2002
- Book: "Political Ecology and Sustainability – a cross sectional evaluation" with Mutter and Wichterich, Heinrich Boell Foundation, Berlin, 2002
- Article: "Process-oriented consulting in Russia - cultural barrier in Organisation Development consulting processes", Journal for consulting, Russia, Moscow 1999
- Research study: "Social work a new profession in CIS countries", with Müller and Schur, German Agency for Technical Co-operation (GTZ), Eschborn 1996