

Curriculum vitae

- 1. Family name:** Toepfer
2. First names: Jochen
3. Date of birth: April 3, 1968
4. Nationality: German
5. Civil status: Divorced
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 University for 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)
- East-West Institute for Non Profit Management e.V., Bonn (www.owi-bonn.de)
- Berlin open space cooperative (boscop eg), Berlin (www.boscop.org)
- Future Search Network, Philadelphia (www.futuresearch.net)

9. Other skills: Computer skills: Linux, Windows, Macintosh, Internet,

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

11. Years within the firm: 20 years

12. Key qualifications:

- 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)
- Monitoring and evaluation of projects and programs, Multi stakeholder analysis, Impact assessment
- 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– 01/1999, 2007 – present	Armenia Azerbaijan	11/2001 – present 12/2005 – 03/2006
Belarus	05/2003 – present	Georgia	01/1995 – 12/1996, 2003 - present
Moldova	01/2008 – present	Kyrgyzstan	06/2000 – 09/2001
Afghanistan	11/2012 – present	Tajikistan	06/2000 – 09/2001, 10/2003 – 02/2004
Macedonia, Bulgaria, Serbia-Montenegro,	11/2000 – 4/2003	Uzbekistan	06/2000 – 09/2001
Latvia	1999 – 2003,	Turkmenistan	06/2000 – 09/2001
Hungary	1999 – 2003, 2014	Poland, Czech Republic	2003 – present
Mongolia	11/2001 – 06/2002	Kosovo	01/2016

14. Professional experience:

Date	Location	Company	Position	Description
11/2015	Germany	Deutscher Volkshochschul Verband	Senior Consultant (ST)	Annual internal review and planning conference with heads of regional offices worldwide, <i>Services rendered:</i> <ul style="list-style-type: none"> Design and facilitation of the participatory conference format
09/2015	Georgia	Brot für die Welt e.V.	Senior Consultant (ST)	Participatory strategic planning process with 50 partner orgs from the Caucasus region, <i>Services rendered:</i> <ul style="list-style-type: none"> Design and facilitation of a participatory review and planning process
11/2014-12/2015	Ukraine, Moldova, Georgia	Konrad Adenauer Stiftung	Senior Consultant (ST)	ToT program for NGO Leaders from six ENP countries in the realm of policy dialogue, <i>Services rendered:</i> <ul style="list-style-type: none"> Design and implementation of a 20 days ToT program Coordination of the team of five senior trainers from three countries
09/2014	Hungary	IFRC	Senior Consultant (ST)	Participatory strategic planning process reg National Society development Framework, <i>Services rendered:</i> <ul style="list-style-type: none"> Preparation and facilitation of a participatory planning process
09/2012 - present	Afghanistan	Deutscher Volkshochschul Verband	Senior Consultant (ST)	Participatory program evaluation and strategy planning process, <i>Services rendered:</i> <ul style="list-style-type: none"> Facilitation of participatory impact assessment meetings Developing recommendations for further development of the program
06/2010 - present	Germany	JUGEND für Europa	Senior Consultant (ST)	Participatory organisation development process, <i>Services rendered:</i> <ul style="list-style-type: none"> Facilitation of participatory planning meetings Customised intervention design for the development process
12/2007-present	Russia Kosovo	Kindernothilfe e.V.	Senior Consultant (ST)	Evaluation of partner organisations working with children and youth, <i>Services rendered:</i> <ul style="list-style-type: none"> Impact assessment of the joint project implementation Organisation Development consultancy on capacity building and management development
09/2008-05/2015	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 <ul style="list-style-type: none"> Organisational assessment and development process consultancy Institutional building and network building
03/2008 - present	Germany	Senior Experten Service	Senior Consultant (ST)	Evaluation of program implementation and facilitation of OD interventions, <i>Services rendered:</i> <ul style="list-style-type: none"> Impact assessment Facilitation of participatory organisational development and exchange meetings
05/2010-07/2010	Germany	Zeppelin	Senior Consultant (ST)	Participatory strategy planning meeting for Zeppelin Power Systems, <i>Services rendered:</i> <ul style="list-style-type: none"> Facilitating a multi-stakeholder dialogue meeting towards a joint strategy
09/2009-09/2010	Germany	Ver.di Trade union	Senior Consultant (ST)	Organisational Reform program of the biggest European workers union, <i>Services rendered:</i> <ul style="list-style-type: none"> Multi-stakeholder analysis, facilitation of a Future Search Conference
11/2008-4/2009	Suriname	Transtec S.A.	Senior Consultant (ST)	Poverty alleviation: Strengthening NGOs and CBOs in Suriname <ul style="list-style-type: none"> Design and facilitation of an Open Space conference
01/2008-05/2008	Ukraine	Contour Global	Senior Consultant (ST)	Facilitation of an Organisational Transformation project with Work-Out approach at Kramatorsk Power Plant <ul style="list-style-type: none"> Identification of organisational problems and bureaucratic hurdles Finding solutions and facilitating their implementation
09/2007-04/2008	Moldova, Romania	Robert Bosch Foundation	Senior Consultant (ST)	Impact assessment of the Senior Expert Service VET program in Eastern Europe, <i>Services rendered:</i> <ul style="list-style-type: none"> Impact assessment of Senior Expert Assignments 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>Services rendered:</i> <ul style="list-style-type: none"> Project and stakeholder groups analysis and impact assessment Impact assessment of peacekeeping strategies in the Caucasus
09/2006-08/2007	Ukraine	Ukrainian Social Investment Fond /	Technical Adviser (ST)	Creation of a Social Care Services Methodological Training Centre at the Ministry of Labour in Ukraine <ul style="list-style-type: none"> Institutional building, organisational design, project management and development consulting

		EPOS (Worldbank)		<ul style="list-style-type: none"> 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>Services rendered:</i> <ul style="list-style-type: none"> Multi stakeholder analysis, facilitation of Open Space Technology gatherings 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>Services rendered:</i> <ul style="list-style-type: none"> 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>Services rendered:</i> <ul style="list-style-type: none"> Needs assessment, Strategic planning and project cycle management training and mentoring 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>Services rendered:</i> <ul style="list-style-type: none"> Organisational assessment and human resource development and training Facilitating large group intervention meetings
10/2003-02/2004	Tajikistan	Institute for Foreign Cultural Relations and German MFA	Senior Consultant (ST)	Impact assessment of a peacekeeping dialogue with moderate islamists in Tajikistan, <i>Services rendered:</i> <ul style="list-style-type: none"> Project monitoring and beneficiary analysis Organizational assessment and conflict resolution training and consultancy
06/2002-09/2003	Czech Republic, Bulgaria	CEE Bankwatch, Prague	Senior Consultant (ST)	Institutional and capacity building programme of the European Bankwatch Network. <i>Consulting Services:</i> <ul style="list-style-type: none"> Organisational assessment, management capacity building, Increase of work effectiveness
11/2000-04/2003	Kazakhstan, Mongolia, Armenia, Poland, Macedonia, Serbia	Internat. Fed. of Red Cross & Red Crescent Societies, Geneva	Consultant (ST)	Organisation development of Red Cross Societies in Eastern Europe, Caucasus and Central Asia. <i>Consulting Services rendered:</i> <ul style="list-style-type: none"> Project monitoring and impact assessment in the field of poverty reduction Institutional building and human resource development consultancy and training
06/2000-09/2001	Central Asia: KZ, TJ, UZ, TK, KY	Internat. Fed. of Red Cross & Red Crescent Societies	Consultant (ST)	Review of the organisation development process in National Red Crescent Societies, <i>Services rendered:</i> <ul style="list-style-type: none"> Process monitoring, impact assessment of humanitarian projects and recommendations for the future Institutional building and human resource and strategy development
01/1996-01/1999	Russia	German Russian Exchange e.V., Berlin (<i>EC funded</i>)	Team Leader (LT)	Regional Support to NGO's in Western Siberia and Urals, <i>Services rendered:</i> <ul style="list-style-type: none"> Organisation Development in local NGO, Providing management support and technical assistance Establishing of inter-European networks related to specific NGO issues (volunteering and fundraising)
01/1995-12/1996	Russia and CIS	German Agency for Technical Co-operation (GTZ)	Project Manager (LT)	Research on development of social work education in CIS countries, <i>Services rendered:</i> <ul style="list-style-type: none"> Field research and expertise on curricula for social work university-level education Impact assessment of practice of social workers in governmental structures and NGO's Providing training seminars on social work and non-profit management issues
02/1993-09/1994	Russia	Perspektiven e.V.	Project co-ordinator (LT)	Internal advisor for a Russian NGO's working with children and youth, <i>Services rendered:</i> <ul style="list-style-type: none"> Management of humanitarian aid programmes

15. Other relevant information:

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

Other education

- Driving license cars, motorcycle and vans up to 7,5t
- License for inland water navigation for vessels up to 750t
- International license for sailing vessels on sea

Seminars, lectures attended

- 07/1995 Family constellation camp
- 05/1998 International Red Cross Basic Training Course for Delegates
- 02/2000 Open space basic training
- 03/2001 Appreciative Inquiry training
- 06/2001 Open space advanced training
- 09/2002, 09/2003 and 09/2012 Large group facilitation training
- 04/2004 Future Search Conference training
- 06/2005 EU Core Course on Civilian Aspects of Crisis Management
- 11/2005 Practice of Peace Program
- 11/2008 Wave Rider: Leadership for High Performance in a Self-Organizing World
- 2007, 2008, 20010, 2012, 2014 World Open Space on Open Space
- 08/2014 English Language – Upper Intermediate B2
- 07/2016 Capacity Works Training GIZ

Scholarships received

- 1996 Carl Duisberg Society, 6 months internship abroad in Russia