

CURRICULUM VITAE

Family name: WEIDEMANN-BUTSCHER
First name: Doris
Date of birth: 16.07.1974
Contact address: q-mon
Priessnitzstrasse 33
01099 Dresden
Phone: +49-(0)351-8996284
Mobile: +49-(0)173-6063194
Email: doris.weidemann@q-mon.de
Present position: Managing director and owner of q-mon international
Nationality: German



Key qualifications

More than 15 years of experiences as consultant, trainer, workshop facilitator and coach with a **specific focus on methodological competences** in the areas of:

- Organizational Development (incl. Sustainability Management and Change Management)
- Capacity Development Concepts (incl. ToT)
- Multi-Stakeholder Dialogue and Processes
- Strategic Planning, Project Management and Monitoring / Evaluation (PCM, Capacity WORKS, SINFONIE ®,)
- Integration of Cross-Cutting Issues such as HIV/AIDS, gender, diversity management and inclusion of PWD

Technical competences in the TVET sector:

- Accreditation Standards and Procedures
- Development of Quality Management Framework in TVET institutions
- Design of Management and Leadership Trainings (for TVET Institutions)
- Informal TVET sector / Dual apprenticeship systems and programs
- Competency Based Training (CBT), Curricula Development
- Training of Trainers (Adult education principles, Training design and Facilitation skills)

Other competences and characteristics

- Coordination and organization of events (workshops, conferences and trainings),
- Very strong intercultural communication competence, sensitivity and empathy,
- Ability to work in complex projects and challenging environments,
- Critical and strategic thinking,
- Appreciative working approach,
- Driving licence,
- Good sense of humour,
- Hands-on mentality and flexibility,
- Computer literacy: General MS Office applications and GIS software (Arc Info, Arc View).

Education and Training

Institution [Dates]	Topic
GRADAN GmbH (May 2016)	ISO 29990 - Quality Management in formal and informal educational (IHK)
denkmodell GmbH [08/2008-04/2010]	Certified Trainer and Consultant for Organizational Development and Consultancy
denkmodell GmbH [09/2009]	Capacity WORKS, Certified consultant
DSE / InWEnt Bad Honnef [01-02/2003]	Certificate "Systemic approach in organizational development and consulting"
GTZ, SNRD Africa]04/2002]	Certificate "HIV/AIDS impacts on rural development"
Humboldt University Berlin, SLE [01-12/2001]	Post-graduate Certificate "Centre for advanced training in rural development"
Martin-Luther-University Halle / Wittenberg [04/1993-05/2000]	Diplom (MSc.) in Geography (Geology and Biology as minor subjects)
University of Cape Town [09/1996-04/1997]	Certificates, Faculty of Science, Dep. Of environmental science

Language skills

Language	Reading	Speaking	Writing
German	Mother tongue		
English	Excellent	Excellent	Excellent
Bahasa Indonesia	Good	Good	Good
Russian	Basic	Basic	Basic
Kiswahili	Basic	Basic	Basic

Specific country (working) experience

Country	Years	Country	Years
Albania	2016	Luxembourg	2010
Azerbaijan	2014	Malawi	2001, 2003, 2008, 2009, 2010, 2011
Egypt	2007, 2008, 2009	Myanmar	2016
Germany	Since 1996	Namibia	1997, 2006
Ghana	2013, 2014, 2015, 2016	Rwanda	2013, 2014, 2015, 2016
Indonesia	1998-1999	South Africa	1996, 1997, 2010
Italy	2013	Tanzania	2012, 2013, 2014, 2016, 2017
Iraq / Kurdistan	2012, 2013	Uganda	2007, 2008, 2009, 2010, 2011, 2012, 2014
Kenya	1994, 1996, 1997, 2000, 2015	Zambia	1996, 2002, 2003

Professional long-term experience

Date	Location	Company	Position	Description
01/06/2006 – today	worldwide	q-mon international	Managing director, consultant and trainer	Acquisition, concept development and implementation of training and consultancy assignments, communication and marketing, administration of q-mon international;
A selection of short term assignments is attached at the end of this documents				
11/2005 – 05/2006	Germany	Arche Nova, Initiative for People in Need	Desk Officer India, Sri Lanka	Tsunami Emergency Response Program: Co-ordination of water and sanitation programs (budgeting, project planning, monitoring and evaluation)
08/2004- 10/2005	Germany	Humboldt- University Berlin / Centre for Advanced Studies in Rural Development (SLE)	Research Associate	Design of Post-Graduate Course Implementation of Project Planning, Management and M&E courses Preparation and support of students for / during / after research phase Documentation and publications
11/2002 – 12/2003	Zambia	DED	Technical Advisor Social Marketing	Technical Advisor to the Marketing and Sales Manager of a Zambian NGO for health promotion, Development of communication strategies and organizational development concepts
01/2002 – 10/2002	Germany	German Parliament	Research Associate of a Member of Parliament	Scientific Research on Development Issues, Public Relations, Lobbying, Networking with NGO and GO
07-10/2001	Malawi	GTZ	Consultant/ Author	ToT – HIV/AIDS as a cross- cutting issues in GTZ programs and projects HIV/AIDS and theatre – Mainstreaming HIV/AIDS, Evaluation
08/1999 – 10/2000	Germany	Max-Planck- Institute for Fire Ecology	Research Associate	Research on Forest and Wildland Fires, up-dating the Global Fire Monitoring Centre (GFMC)
09/1998 – 06/1999	Indonesia	GTZ / IFFM	Junior Researcher	Developing and implementing a Fire Danger Rating System for the province of East Kalimantan / Indonesia, Training of trainers at operational level

References

Dr. Thomas Walter

Team Leader
International Conference Centre
c/o EAC-GIZ Programme on Regional Integration
Support to Socio-Economic Integration in the EAC
3 EAC Close
P.O. Box 13854
Arusha
United Republic of Tanzania

Phone: [+255 658 862 061](tel:+255658862061)

E-mail: Thomas.Walter@gfa-group.de

Ms. Beate Dippmar

Senior Technical Advisor
Program Promotion of Economy and Employment
TVET and Skills Development
giz | Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
P.O. Box 59 Kigali
Rwanda

M +250 (0)78 830 22 44

E Beate.Dippmar@giz.de

Dr. Jeanette Burmester

Head of Project
Promotion of Technical Vocational Education and Training
giz | Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
No. 192, Industrial Avenue Compound,
Kabar Aye Pagoda Road,
Bahan Township, Yangon,
Myanmar

M + 95 9 45 263 2776

E jeanette.burmester@giz.de

Membership in professional associations and network

- DeGEval
- Network of Trainers and Consultants in Development Cooperation
- Associated group of consultants with denkmodell®

Political and social engagement and commitment

Active involvement in the following organizations:

- Move IT Film Festival for Development and Human Rights, Dresden
- Akifra e.v. – Aktionsgemeinschaft Kinder- und Frauenrechte International
- Hilfe für Malawi e.V. (Managing Director 2006-2011)
- Dresden für Alle e.V. (Political awareness and education, Integration of Refugees)
- MSF – Germany (Ärzte ohne Grenzen e.V.)

Publications

- Manual for Gender Training in TVET Institutions in Uganda, (revised) GIZ 2014 ;
- Facilitation and Coaching Guide, GIZ, 2011
- Entrepreneurship in Vocational Education and Training in Uganda, InWEnt 2009;
- Regional Management – A Sourcebook and Trainers Manual, GIZ, 2012;
- HIV/AIDS and theatre – Mainstreaming HIV/AIDS, An Evaluation, Humboldt-University Berlin, 2001;
- Fire Danger Rating Systems in South East Asia, IFFN, 2000

Doris Weidemann-Butscher

Dresden/Germany, May 2017

Selection of Assignments

Date	Location	Company	Position	Description
01/06/2006 – today	worldwide	q-mon international	Managing director, consultant and trainer	Acquisition, concept development and implementation of training and consultancy assignments, communication and marketing, administration of q-mon international; Activities in the following areas: <ul style="list-style-type: none"> ▪ Vocational education and training – School Management and School Development, Quality Management in TVET institutions ▪ Support in Project Management (Planning, Implementation, M&E) – Facilitation of Planning Meetings and Conduct of Evaluations of all kinds ▪ Organisational Development and Institution Building; ▪ Regional management / natural resource management ▪ Marketing and communication ▪ Training of trainers
05/2017	Kurdistan/ Iraq	ETTC	Trainer and consultant	Training on Project Management to civil servants of the Kurdish Regional Government
03-04/2017	Liberia	GFA	Consultant	Support to Project Management Team to kick-off project implementation <ul style="list-style-type: none"> ▪ Facilitation of a strategic workshop including operational planning ▪ Incorporation of Capacity WORKS methodology
01/2017 - ongoing	Tanzania	Hans R. Neumann Foundation, Usa River Tanzania; Hamburg	Team Leader / Trainer / Facilitator	Development of a Train-the-trainer concept for HRNS extension services <ul style="list-style-type: none"> ▪ Training of HRNS staff on facilitation skills (ToT) ▪ Revision of the Organizational Development Manual of HRNS support co-operatives ▪ Development of training material
15/11/2016 - 15/01/2017	Rwanda	GIZ – Promotion of Economy and Employment (Eco-Emploi)	Team Leader GIZ-QA Team	Development of a Accreditation and Quality Assurance Framework for TVET institutions in Rwanda <ul style="list-style-type: none"> ▪ Elaboration of a Accreditation Procedures Manual for TVET institutions (in cooperation with Workforce Development Authority – WDA) ▪ Development and piloting of Quality Assessment Tools for TVET institutions ▪ Facilitation of QA follow up workshop and training (incl. Institutional Capacity Development Plans)
11-12/2016	Germany / Ghana	GFA – GSDI Phase III	Lead consultant	Design and Implementation of Baseline Survey GSDI Phase III <ul style="list-style-type: none"> ▪ Development of survey methodology ▪ Coaching of project staff on implementation of survey ▪ Analysis of data and reporting on survey results

Date	Location	Company	Position	Description
10-11/2016	Tanzania	Hans R. Neumann Foundation, Tanzania; Hamburg	Team Leader / Trainer / Facilitator	Design and implementation of a training on Value Chain Development and Analysis (Value Links Methodology) <ul style="list-style-type: none"> Training of national HRNS management staff on VCD/A Facilitation of Organizational Development Workshop
09/2016	Ghana	GFA – Ghana Skills Development Initiative (GSDI) Phase III	Lead consultant	Support to the Project Team Leader in developing and implementing a strategic approach to internal and external cooperation structures with key stakeholders <ul style="list-style-type: none"> Analysis of stakeholder landscape Facilitation of workshop with project staff on Capacity WORKS success factors Facilitation of stakeholder dialogue workshop
05/2016	Myanmar	GIZ – AIZ HCD in Vocational Education and Training	Trainer	Development and implementation of Teachers Training on modern pedagogical methods (micro methods) and learner-centred and action-oriented approaches in vocational education <ul style="list-style-type: none"> Training of Teachers as multipliers of modern pedagogical methods (Facilitation skills, Training Design, Formulation of Learning Outcomes)
04-06/2016	Albania	Roland Berger Strategy Consultants	Technical Expert / Consultant / Trainer	Development of a Capacity Development Concept for a multi-stakeholder program in the gas market development in Albania <ul style="list-style-type: none"> Conceptual Framework of Capacity Development Stakeholder Analysis Training Needs Assessment Training Design
03/2016	Ghana	GFA – Ghana Skills Development Initiative (GSDI)	Team leader, Monitoring and Evaluation expert	Final reporting (end of phase II) on GSDI Indicators, Analysis of monitoring data, handing over and institutionalisation of M&E system to partner institutions.
01/2016	Tanzania	HRNS – Hanns R. Neumann Coffee Foundation	Team Leader	Design and implementation of a survey on the impact of HRNS Cash-Food-Crop approach with Coffee Small Holder Farmers <ul style="list-style-type: none"> Development of research methodology (design of comprehensive IT-supported questionnaire) Training of national staff on interview methods Analysis and preparation of report
09-12/2015	Rwanda	GIZ – Promotion of Economy and	Consultant	Development of quality assurance framework for the TVET sector in Rwanda <ul style="list-style-type: none"> Facilitation of multi-stakeholder workshops on QAF Formulation of quality standards and indicators

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		Employment (Eco-Emploi)		<ul style="list-style-type: none"> Drafting QA-Handbook
08/2015	Ghana	GFA – Ghana Skills Development Initiative (GSDI)	Team leader, Monitoring and Evaluation expert	Internal program mid-term review and analysis of GSDI Monitoring data
07/2015	Rwanda	GIZ – Promotion of Economy and Employment (Eco-Emploi)	Consultant	Organizational Development Workshop for TEVSA (National Association of private TVET institutions in Rwanda) to review the Strategic Plan 2014-2016 and define internal Quality Management
03-06/2015	Rwanda	GIZ (Eco-Emploi)	Team leader, Consultant and trainer	<p>Implementation of Capacity Development Concept to strengthen Management of TVET institutions</p> <ul style="list-style-type: none"> Coaching and supervision of local trainers on different School Management Topics, including Strategic Planning, Human Resource Management and Quality Management (Implementation of the “Capacity Development Concept” of TEVSA / giz)
10/2014-04/2015	Kenya / Germany	GIZ Pro Solar Project	Trainer and Consultant	<p>Capacity Development of technical staff of partnering institutions in the field of project planning and M&E</p> <ul style="list-style-type: none"> Training on M&E in the RE sector of technical management staff of key stakeholders and PM&E of Pro Solar Follow-up workshop Review project operational planning
01/2015	Rwanda	GIZ (Eco-Emploi)	Team leader, Consultant, trainer	<p>Implementation of the “Capacity Development Concept” of TEVSA / giz</p> <ul style="list-style-type: none"> Facilitating a ToT for national master trainer candidates on various TVET school management topics. Development of training materials (manuals, poster, ppt presentations)
01/2015	Ghana	GFA (GSDI)	Team leader, Monitoring and Evaluation expert	<ul style="list-style-type: none"> Implementation and analysis of a internal Monitoring System for GSDI – the cooperative apprenticeship system to engage informal sector apprentices into formal TVET
10/12/2014	Rwanda	GIZ (Eco-Emploi)	Team leader, Consultant and trainer	Facilitation skills (ToT) and Training Design Workshop for TEVSA (National Association of private TVET providers in Rwanda) on School Management topics, such as Strategic and Business Planning, School Management and Administration, Human Resource Management, Financial Management and Quality Management (Implementation of the

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				“Capacity Development Concept” of TEVSA / giz)
11/2014	Azerbaijan	GIZ – Private Sector Development Program South Caucasus	Consultant and Trainer	<p>Strengthening Management Capacities of TVE institutions</p> <ul style="list-style-type: none"> Training of school directors and principals as well as applicants for those positions in 4 modules – Organizational Management, Human Resource Management, Entrepreneurship and Teaching and Learning methods in TVET
10/2014	Ghana	GFA (GSDI)	Team leader, Monitoring and Evaluation expert	<ul style="list-style-type: none"> Development of a internal Monitoring System for GSDI – the cooperative apprenticeship system to engage informal sector apprentices into formal TVET Training of Project M&E Officer
06//2014	Azerbaijan	GIZ – Private Sector Development Program South Caucasus	Consultant and Trainer	<ul style="list-style-type: none"> Conducting a needs assessment in school management and development of a concept for Capacity Development of TVET institutions.
05/2014	Uganda	H RNS Uganda; Hamburg	M&E Expert and Consultant	<ul style="list-style-type: none"> Final Evaluation of a program to support small scale coffee farmer cooperatives
03/2014	Rwanda	GIZ (Eco-Emploi)	Consultant	<ul style="list-style-type: none"> Development of a Capacity Development Concept for TVET institutions in Rwanda
03/2014	Rwanda	GIZ (Eco-Emploi)	Consultant	<ul style="list-style-type: none"> Facilitation of a Strategic Planning Workshop for TEVSA (National Association of private TVET institutions in Rwanda) – Preparing a Strategic Plan 2014-2016
02/2014	Germany	GIZ (Competence Center TVET, Mannheim)	Co-Author	Review of the “Manual for Gender Training in TVET Institutions in Uganda”
01/2014	Tanzania	HRNS Tanzania; Hamburg	Team Leader	<ul style="list-style-type: none"> Baseline Survey for CARP – Conservation Agriculture Regional Program – Coffee smallholder farmers in Kilimanjaro, Arumeru and Mbeya Region
05-12/2013	Rwanda	GIZ (Eco-Emploi)	Teamleader, Trainer, Consultant, Facilitator	<ul style="list-style-type: none"> Concept development and implementation (facilitation) of a Training Cycle on Management and leadership skills for TVET institutions; Module 1: Organizational Management and Leadership, Module 2: Strategic Planning, Quality Management and Change Management
09//2013	Germany	GIZ – AIZ Bad Honnef	Trainer / Consultant	<ul style="list-style-type: none"> “Organizational development – Facilitate Change Management Processes” – Training for International Development Experts in their preparatory phase
07/2013	Ghana	GIZ /GFA	Teamleader	<ul style="list-style-type: none"> Baseline Survey “Traditional Apprenticeship System in Ghana – A study in five

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		(GSDI)		trades and three pilot regions”
06/2013	Kurdistan / Iraq	ETTC / IRAQ	Trainer	<ul style="list-style-type: none"> Leadership Training “Marketing Public Services”, “Intercultural Communication and Negotiation”, 5 days leadership training for Kurdish Regional Government
2009-2013	Germany	University of Tübingen	Lecturer	<ul style="list-style-type: none"> “Project planning approaches and methods in international development cooperation”
05/2013	Italy	FAO	Facilitator	<ul style="list-style-type: none"> Facilitation of an Expert Group Meeting on “Sustainable Management of Peatlands”
02/2013	Rwanda	GIZ (Eco-Emploi)	Facilitator	<ul style="list-style-type: none"> Facilitation of the Annual Planning Workshop 2013 (Capacity WORKS) for Eco-Emploi Program
11-12/2012	Tanzania	GIZ (Country Office Lower Saxony)	Facilitator and consultant	<ul style="list-style-type: none"> Conceptualisation, design and implementation of B2B meetings in the renewable energies sector with the East African Business Council (EABC) and IHK Hannover (EZ Scout Programme)
08-09/2012	Germany	GIZ (Competence Center TVET, Mannheim)	Teamleader	<ul style="list-style-type: none"> Concept development and production of promotional material for a conference exhibition to present GIZ Human Capacity Development interventions in the scope of the “Green skills for green development” program in South Africa
04-09/2012	Germany	GIZ	Author	<ul style="list-style-type: none"> “Regional Management – A sourcebook and trainers manual”
04-07/2012	Uganda	CiNOP/NUFFIC	Consultant	<ul style="list-style-type: none"> Curriculum Development for Educational Management Training Courses at Uganda Management (with special focus on TVET institutions)
05/2012	Germany	GIZ / AIZ	Facilitator	<ul style="list-style-type: none"> Facilitation of a Training on International Management Competences – Project Planning, Communication and Conflict resolution (ILT Sustainability Management) with participants a.o. from Cambodia, Indonesia and Myanmar
05/09/11/2012	Kurdistan / Iraq	European Technology and Training Centre (ETTC)	Facilitator and Consultant	<ul style="list-style-type: none"> Design and Implementation of a Leadership programme for Regional Government of Kurdistan (Programme and Project planning, Monitoring and Evaluation, Organizational Development)
02/2012	Kurdistan / Iraq	GIZ (Competence Center TVET, Mannheim)	Teamleader	<ul style="list-style-type: none"> Final Evaluation of a Program funded by the Ministry of Foreign Affairs in the field of Vocational Education and Training in Kurdistan/Iraq
2010-2012	Germany	GIZ	Facilitator / Consultant	<ul style="list-style-type: none"> Various Final Evaluation of International Leadership Trainings (ILT) “Resource- and climate sensitive construction”, “Sustainability Management”, “Hospital Management”
2007-2012	Malawi	Anglican	Teamleader and	<ul style="list-style-type: none"> Organizational Analysis and Facilitation of the Development Process at St. Annes

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		Dioceses of Lake Malawi	Consultant	Hospital in Nkotakota
03-05/2011	Germany	GIZ (Competence Center TVET Mannheim)	Facilitator / Trainer	<ul style="list-style-type: none"> Monitoring and Evaluation in the TVET Sector in Afghanistan
10/2010-09/2011	Germany	GIZ (Division for Rural Development)	Trainer / Facilitator	<ul style="list-style-type: none"> International Leadership Training on Regional Management for participants from Laos and Cambodia. Facilitation of the following modules: (1) Concepts and Plans of Regional Development, (2) Cooperation and Stakeholder Management in Regional Management, (3) Impact Monitoring and Evaluation of Regional Rural Development Projects
08/2010-05/2011	Uganda	GIZ	Consultant and Trainer	<ul style="list-style-type: none"> Training of Master Trainers in Management of TVET institutions (Training in Facilitation skills, Organizational Management and Leadership, Entrepreneurship and Coaching skills) Implementation of Roll-out and “coaching on the job” of master trainers including final supervision workshop
2001- 2011	Germany	InWEnt / GIZ	Trainer	Various trainings on “From Awareness to Action”, Mainstreaming HIV/AIDS in programs and projects, InWEnt / giz
06/2010	Luxembourg	SOS Children Village	Facilitator	Facilitation of a Strategic Planning workshop of SOS Children Villages
09/2009-02/2010	Uganda / Malawi	InWEnt	Consultant	Final Evaluation “Pro-poor budgeting and participation in PRSP processes in Anglophone Africa”
2009	Uganda	GIZ (Competence Center TVET, Mannheim)	Facilitator and Consultant	Facilitation of the establishment of various Trainer Networks under the umbrella of UGAPRIVI (M&E Network, Gender Network, Management Network a.o.), Service Analysis, Marketing workshops, Institution Building Workshops
08/2010	United Kingdom	Anglican Church / Lake Malawi Dioceses	Facilitator	Facilitation of a donor group meeting (USPG, HfM a.o.)
04-06/2009	Uganda	IP-BTVET/InWEnt /KfW	Consultant and Trainer	Design and Implementation of Teachers Training: Entrepreneurship in Vocational Training

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10/2009	Uganda	InWEnt gGmbH	Trainer	Marketing Instruments for Alumni Networks in Uganda
2007- 2009	Germany / Egypt	InWEnt / gGmbH	Team leader	Various assignments: Implementation of different training formats on Marketing and communication of TVET institutions
05-11/2008	Uganda	InWEnt / IP- BTVET / KfW	Team leader	Design and implementation of a 3-month training cycle on Management of TVET Institutions Organizational Development (Module 1), School Management (Module 2), Financial Management and Entrepreneurship (Module 3), E-Learning Phases on Project Management, Curriculum Development
02-03/2008	Malawi	Lake Malawi Dioceses / Help for Malawi e.V.	Facilitator	Facilitation of a Strategic Planning Process for Health Institutions in Nkotakota District
02/2008	Germany	InWEnt	Facilitator and Coach	Mainstreaming Gender and HIV/AIDS into Rural Development Programs and Projects in West Africa
10/2007	Uganda	GTZ	Facilitator	Network and Institution Building: Alumni Network Workshop
05/2007	Germany	InWEnt	Facilitator	Moderation of a Workshop "PPP Projects between South African Further Education and Training Institutions (FET Colleges) and German Companies and VTC"
10-12/2006	Namibia	GTZ	Consultant	Mainstreaming HIV/AIDS in the water sector in Namibia, IWMP

