

CURRICULUM VITAE

Nord/Sør-konsulentene DA
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Name: MOEN, Hanne Lotte
Present position: Partner/Gender and
Development Consultant
Born: 1969
Nationality: Norwegian
Civil Status: Married, 2 children
Languages: Norwegian (mother
tongue), English (fluent),
Spanish and some
German



Key Qualifications:

- Fourteen years of professional experience from the UN system, Norad, NGOs and as a consultant, specializing gender and development, carrying out evaluations and reviews, including organizational gender audits; policy and strategy development; gender training.

Sector Experience:

- General aid management, programme development and planning, monitoring, quality assurance and reporting
- Women's rights and gender equality in development and humanitarian assistance including gender mainstreaming and gender empowerment assessment tools; gender and the labour market; gender and democratic development; good governance; civil society; human trafficking; higher education; women, war and conflict (UN resolution 1325); sexual and reproductive health and rights including HIV/AIDS and FGM.

Other skills:

- Computer literate: Microsoft Word, Excel, Power Point, Photoshop, Web Publishing (Word Press);
Good communication skills; participatory methods.

Countries worked in:

- Norway, Ethiopia, Zambia, Lesotho, Tanzania, Uganda, Kenya, Pakistan, China, Indonesia, Sri Lanka, India (exile Tibetans), Mexico, Colombia and Bolivia

EDUCATION:

2001-03: Chinese studies (part time), University of Oslo
2000: Spanish studies (full time half year), University of Oslo. Part of study in Mexico
1995-96: **Master of Science (MSc) in Population and Development, London School of Economics and Political Science (LSE), University of London**, Dissertation: The Missing girls of China; An exploration of the rising sex ratios and the impact of the One Child Policy
1994-95: **Development studies, Oslo Uni College**, Field work in Tanzania on girls and education
1989-93: **Cand Mag (BSc), University of Oslo**, Sociology of economy and development with focus on gender and development, English and Law studies

Other training: Training of Gender Audit Facilitators (ILO); Participatory Methodologies; Gender Empowerment Assessment (GEA); good governance and anti corruption; Logical Framework Approach (LFA); Indicators; Presentation skills; Result based management training, Evaluation; Emergency relief work; Development Assistance Management; Region/Country briefing China and East Asia; Negotiation skills training; several language courses incl. Chinese language private tuition, Beijing 1998-99, and Spanish studies in Guatemala, Ecuador, Bolivia and Mexico 1993, 1997 and 2000.

PROFESSIONAL EXPERIENCE

2007- Nord/Sør-konsulentene, Partner/Gender and Development Consultant. Consultant and adviser on studies, reviews, and evaluations for NGO's, bilateral and multilateral agencies. Facilitating gender mainstreaming processes, gender audits, and policy development. Giving training on women's rights, gender equality, and gender mainstreaming in development, including gender equality assessment tools. Responsible for developing content and structure of NSk web pages and for web publishing.

2002-2008 FOKUS - Forum for Women and Development, Adviser. Responsible for part of FOKUS' development co operation portfolio, including assessing applications; giving technical and administrative advice to Women's NGOs and partner organizations; capacity building and organisational development of local partners; monitoring and coordinating project co-operation and taking part in evaluations and reviews; gender and development policy work; responsible for developing FOKUS' project strategy and for developing the current FOKUS web site. Sexual and reproductive health and rights (SRHR) and HIV/AIDS focal point.

2001-2002 Norad, Higher Executive Officer, Department for Southern Africa. Responsible for coordination and administration of Norwegian Official Development Assistance to Zambia. Developing and editing Norad's Malawi and Zambia intranet pages

2000-2001 Norwegian Church Aid (NCA), Executive Officer, the General Secretariat. Consultant for the Secretary General and the Board. Responsible for coordination of emergency relief project in Northern China, including monitoring at the project site.

1998-99 United Nations Population Fund (UNFPA), International Programme Officer (JPO), China Field Office (Beijing). Finalizing project document and planning stage of Women's Empowerment Project (Reproductive Health and Micro Credit), and coordinating and monitoring during implementation in close collaboration with MOFTEC, MoH and All China Women's Federation.

1998 The Children and Youth Council of Oslo, Project Manager. Democratisation project for youth. Arranging political youth conference in Oslo Town Hall, establishing youth councils in each borough of Oslo, international exchange programme, contact with government bodies and NGOs.

CONSULTANCIES

(2011) FOKUS – Forum for Women and Development (On going) - Comparative thematic evaluation of FOKUS' FGM projects in East Africa.

(2011) Norad-Evaluation Department - Translating and editing the six country case studies of the Evaluation of Norwegian Support to Democratic Development through the United Nations into easily accessible information leaflets in Norwegian.

(2011) Likestillingscenteret på Hamar - Facilitating training/discussion session on the ILO Participatory Gender Audit Methodology.

(2011) Royal Norwegian Embassy, Jakarta, Indonesia - Gender review of the Norwegian Embassy, including parts of the development assistance portfolio as well as political reporting, policy dialogue and organizational aspects.

(2011) Norwegian Red Cross - Facilitation of workshops on organizational development for the International Division, based on a participatory approach using various methods for information collection, sharing and learning. Writing workshop report summarizing best practices, critical challenges and providing recommendation for improvements in the area of organizational development.

(2011) Bistandstorget – From policies to programming: The gender dimension, organizational aspects and the quality of aid. Developing and conducting 2 days participatory training workshop on gender in projects/programmes, tools for gender analysis, and organisational aspects (gender audit elements).

(2011) Nord/Sør-konsulentene - Lynkurs i Aktivitets- og rapporteringsplikten: Hvordan styrke likestillings- og mangfoldsarbeidet i virksomheten

(2010-11) Norad Evaluation Department – Evaluation of Norwegian Support to Democratic Development through the United Nations the last 10 years, responsible for women's political participation with field work in Pakistan. Joint evaluation together with Scanteam, ODI and Stockholm Policy Group.

(2010) Bistandstorget - Developing and conducting gender training for diaspora organizations (Bistandskolen II)

(2010) SOS Children's villages v/Mål og Resultatstrying – Developing training sessions and materials for gender and HIV/AIDS workshop, Zimbabwe.

(2010) Norwegian Ministry of Foreign Affairs – Development of gender guidelines for HUM section as a follow up to the 2009 review of Norwegian Humanitarian Organisations' awareness and practical implementation of the guidelines Inter-Agency Standing Committee's (IASC) Gender handbook in Humanitarian Action.

(2010) Bistandstorget - Developing and conducting gender training for diaspora organizations (Bistandskolen I)

(2009/2010) Royal Norwegian Embassy, Addis Ababa, Ethiopia – Team leader of Assessment of Possibilities to Strengthen Future Support on Gender Equality.

(2009) Norwegian Ministry of Foreign Affairs /Norad – Team leader of Review of seven Norwegian Humanitarian Organisations' awareness and practical implementation of the guidelines Inter-Agency Standing Committee's (IASC) Gender handbook in Humanitarian Action.

(2009) Norwegian Red Cross – Facilitation of process of developing a Gender Plan of Action for the national work of the organisation.

(2009) Norwegian Red Cross – Facilitating process of mainstreaming gender into the international work of the Norwegian Red Cross, including development of a Gender Plan of Action, indicators, developing and giving gender training, and integrating gender into overall strategy and monitoring systems and structures.

(2009) Bistandstorget – Developing and giving training on indicators related to gender as a crosscutting issue.

(2009) FK Norway (Fredskorpset) – Developing and conducting two days gender mainstreaming training for programme coordinators, focusing on how to integrate women's rights and gender equality in exchange programmes.

(2009) Aidsnett – Coordinator of a Norwegian network of NGOs and research institutions involved in HIV/AIDS nationally and internationally.

(2008 -2009) The Atlas Alliance – Facilitating gender audit assessing gender integration in the development work of disabled people's organisations in the Atlas Alliance.

(2008) Bistandstorget - Developing and conducting one day gender audit training focusing on practical methods of mainstreaming gender in organisations.

(2008) Norad/ Royal Norwegian Embassy, Addis Ababa, Ethiopia - End review of Institutional collaboration between Mekelle and Hawassa Universities (Ethiopia) and the Norwegian University of Life Sciences (UMB Norway). Responsible for assessing achievements on gender.

(2008) Norwegian Refugee Council – Responsible for coordination of international conference and training on humanitarian assistance and gender for Norwegian staff of Norwegian Red Cross, Norwegian people's Aid, Norwegian Church Aid, Caritas Norway, Save the Children Norway and the Norwegian refugee Council. Responsible for implementation of Gender Capacity Building Workshop in Nairobi on Inter Agency Standing Committee's Gender Handbook in Humanitarian Action for national staff of the above organizations (with international gender and ToT experts and Christine Wiik, Nord/Sør-konsulentene).

(2008) Norwegian Ministry of Foreign Affairs /Norad – Desk study, mapping of international trends on human trafficking including definitions, legal framework, main actors, international interventions, studies, evaluations and best practices.

(2008) Bistandstorget - Developing and conducting two days gender training including Gender Empowerment Assessment (GEA) training focussing on practical methods of integrating a gender perspective in development and how to incorporate a gender perspective in your NGO

(2008) Norwegian Missions in Development (Bistandsnemda) - Facilitating workshop on gender strategy development for BN's member organisations

(2007) Norwegian Missions in Development (Bistandsnemda) - Baseline Report with analysis of data on Women's Empowerment and Gender Equality among BNs 18 member organisations based on survey among the member organisations

(2007) FOKUS (Forum for Women and Development) - Developing and giving gender training including Gender Empowerment Assessment (GEA) tools.

(2002-2008) Nord-Kina-Hjelpen - Giving advice on strategy, project documents and applications, implementation and monitoring of projects, including two field visits to Heilongjiang province.

OTHER EXPERIENCE

(2011 –) Board member of Sex Og Politikk

(2010 –) Member of FAU, Ullevål skole

(2011 –) Football coach Lyn football, boys 7 yrs.

(2004-5) Board member of Ahead

(1999-2003) Board Member of Sameiet Helgesensgt. 21

SELECTED PUBLICATIONS

Frihetens flukt (Flight of freedom), Tibetan nuns in Dharamsala, India, FOKUS Magazine no. 3 2006

Vis oss solidaritet (Show us solidarity), interview with Sima Simar, head of Human Rights Commission, Afghanistan, FOKUS Magazine no. 4 2002

1 og 2 og 3... kinesere - Folketelling og befolkningspolitikk i Kina (Population census and population policy in China), X Magazine no. 6 2000

Telling til tusen (Population census and population policy in China), Children of the World Magazine no. 2 2001