

CURRICULUM VITAE

Proposed position:

1. **Family name:** Hielscher
2. **First names:** Sibylle
3. **Date of birth:** 19.05.1958
4. **Nationality:** German
5. **Education:**

Institution	Degree(s) or Diploma(s) obtained:
Odenwald Institute, Waldmichelbach. 2009	Certificate in creative training methods
IPOS, Friedberg, 07-08	Certificate as Mediator in Work Conflicts (School mediation)
Moreno Institutes Stuttgart & Überlingen, 00 - 08	Diploma as Psychodrama Director (education management & training)
Teacher Training Institute (PH) Heidelberg 04-05	Certificate in Systemic Organisational Development
University of Hamburg, 87-91	PhD in Anthropology (thesis on development aid) about informal and formal health education and reaching out to people in isolated rural areas in Mali
University of Hamburg, 82-85	MA in Anthropology, English and African Languages, focus project management (thesis on impact evaluation)

6. **Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
German	Mother tongue		
English	1	1	1
French	1	1	1

7. **Membership of professional bodies:** Austrian Association for Group Therapy and Group Dynamics, International Association for Group Processes

8. **Other skills:** Excellent Computer literacy, Driver's licence

9. **Present position:** Short term gender expert

10. **Years within the firm:** 1

11. **Key qualifications:**

- PhD & MA in cultural anthropology, Certificate for mediation, Organisational development
- 30+ years of experience in development aid
- 20+ years of experience in education, 5 years of health, 2 years in environment
- 15+ years of experience in TVET and labour market
- 10+ years of experience as Gender, poverty and social inclusion expert

12. **Country experience:**

Albania	09/04 - 1/11, 01/16 - 06/16	Benin	03/15-12/16, 11/17, 03/19
Burkina Faso	01-04/94, 03/15-12/16, 04/19	Djibouti	01-04/90
Ethiopia	01-04/00	Germany	07/77 -ongoing
Ghana	02/15, 04/19	Kenia	04-05/19
Kosovo	10/11-01/12	Kyrgyzstan	06/17
Macedonia	08/02 - 08/05, 06/06	Morocco	06/19 – 08/19
Malawi	10/02, 03/18, 05/19	Mali	03 07/83, 07/86 – 10/87, 01-05/92, 08 – 01/09, 04/09
Mongolia	09/19- 10/19	Montenegro	12/11 – 10/14
Niger	11/18 – 06/19	Nigeria	07-10/80
Romania	01- 09/07, 01 - 04,08	Serbia	03/06 - 07/09
South Africa	06/1995, 05/19	Togo	03/15- 09/18
Turkey	11/11 – 03/12	Uganda	01-04/00, 06-07/15

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13. Professional experience

Date from - to	Location	Company	Position	Description
09/19 – 10/19	Mongolia	GFA, Florence Müller Florence.Mueller@gfa-group.de	Gender TVET Expert	Development of gender-sensitive methods and adaptation of existing documents (manuals and forms) to reflect a gender-differentiated approach in the Employment Support Services of the Youth Employment Service Desks (YESD) and for the organisation and implementation of a two-day training workshop in the Youth Employment Project (Swiss Contact) in Mongolia
06/19 – 08/19	Morocco	GIZ, Eva Ouma eva.ouma@giz.de	Gender TVET Expert	Project appraisal, introducing a new component #eSkills4Girls in a TVET approach reflecting the demands of the labour market. GIZ Project "Support for the Implementation of the National Vocational Training Strategy 2021" (PN 2016.2058.2) in Morocco
01/19 – 06/19	Benin, Burkina Faso, Ghana, Kenya, Malawi	GFA, Inke Hase Inke.Hase@gfa-group.de	Gender / ATVET Expert	Development of Baseline Studies for the Project "ATVET for Women" on behalf of the GIZ/ NEPAD. Development of guidelines for the implementation of gender transformative measures in agricultural vocational training and agriculture in Africa adapting non-formal ATVET education to the labour market.
11/18 – 06/19	Niger	I & D, Vincent Lepage vlepage@ietd.net	Gender policy in Education Expert Team Leader of mission	Development of a Strategy for all Ministries of Education in Niger (esp. primary, secondary and vocational and technical education) for the education of girls and women based on a needs' analysis of the target groups and for TVET of the labour market. Moreover, a three-year plan for implementation, indicators for M&E and a budget were developed and a validation workshop (financed by UNICEF Niger) facilitated. As the team leader of the mission I was responsible for the work plans and the coordination of experts as well as for the reporting.
07/18 – 09/18	Togo	GIZ Inge Adelfang-Hodgson ingeborg.adelfang-hodgson@giz.de	Gender assessment and strategy development expert	Gender assessment study in Togo and strategy development for illiterate women, recognition of prior learning, the National Qualification Framework Business development of Women Cooperatives and family/ couple run businesses in agricultural production, processing and trading in line with the local, regional and international market requirements.
02/18 – 04/18	Germany, Senegal	GIZ Inge Adelfang-Hodgson ingeborg.adelfang-hodgson@giz.de	Gender in ATVET Expert	Analysis of assessment reports on gender in Malawi, Kenya, Ghana, Benin, Burkina Faso and Togo, writing of a synthesis and facilitating with the six countries how to fill in gaps in demand driven ATVET.
10/17- 12/17	Benin	GIZ Inge Adelfang-Hodgson ingeborg.adelfang-hodgson@giz.de	Gender in ATVET Expert	Gender situation analysis and development of a gender strategy for the sector of agricultural technical and vocational education in Benin as well as coaching for the ATVET for women project in Togo for the GIZ project "ATVET for Women" taking into consideration the needs of women as well as the labour market and local and regional market opportunities.
04/17- 06/17	Kyrgyzstan	GOPA Wolfgang Hellwig	Gender and Social Inclusion Expert	Preparation for the ADB: <i>TA - 9212 KGZ Skilling and Entrepreneurship for inclusive growth programme:</i>

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		Wolfgang.hellwig@gopa.de		<ul style="list-style-type: none"> • Elaboration of a situation analysis for gender and social inclusion • Strategy and action plan development for improving gender and social inclusion in demand-driven TVET in Kyrgyzstan
02/15-12/16	Benin, Burkina Faso, Togo	AFC/GOPA tesa.weiss@afci.de	Short term expert gender & tracer studies in ATVET	GIZ project "Comprehensive Africa Agriculture Development Programme – CAADP), Situation analysis for ATVET, training needs analysis and training: Drafting a handbook on Gender in ATVET, developing a regional approach to Tracer Studies with gender disaggregated information about job placements, entrepreneurship and further training needs, Curricula Development for long- and short-term training for professions which are attractive and accessible for women.
07-09/16	Germany	GIZ, monika.soddemann@giz.de	ATVET Expert	Desktop study on the current situation of ATVET in Asia and Africa, analyzing current trends (e.g. gender issues)
01/2016 – 06/2016	Albania	Swisscontact	Team Leader	Very thorough gender disaggregated analysis of the labour market and primary and secondary TVET institutions, Teacher training, curriculum development, career guidance and organizational dev. with a strong gender focus As team leader I was responsible for the reporting, the work and budget plans and monitoring and evaluation.
06-08/2015	Uganda	Archidata (moschetti@archidata.it)	TVET expert	Elaboration of a baseline study for the GIZ/DFID SOGA project using gender disaggregated labour market needs analysis and tracer studies. Recommendations included gender transformative and inclusion measures
03/13-07/14	Montenegro	Lux Development susan.wagner@luxdev.lu ; dzeneta.ramic@luxdev.lu	Chief Technical Advisor	TVET project ("Support to Technical and Vocational Education in the North-East of Montenegro") funded by Lux Development: I led the project in the last 1,5 years: <ul style="list-style-type: none"> • Labour market analysis for the tourism and agriculture sectors • Adult education: Development of short-term courses for skills development incl. special offers for women • In-service teacher training: Capacity building for the Teacher Training Institutions including a gender module • Entrepreneurship: Development of entrepreneurship centres in the VET schools in NE Montenegro • Public private partnerships • National Qualifications Framework and Referencing: Development of occupational standards and profiles • Development and piloting of gender sensitive modularized curricula • Gender sensitive Awareness campaign and PR for TVET As team leader I was responsible for the budget (6.6 million Euro), a team of 3 international and 3 local long-term experts and 3 project staff employees as well as more than 60 short term experts, monitoring and

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				evaluation and quality assurance as well as the work and budget plans.
12/11 – 02/13	Montenegro	SICI Dominus javier.alahija@sicidominus.com	Team Leader Key Expert for Inclusion	<p>EU funded project (“Inclusive Education in Montenegro”): Based on an extensive situation and training needs analysis, the project supported: Intensive capacity development for the Ministry of Education and the inclusive schools in Podgorica and Kotor as well as all Montenegrin regular schools. All tasks were carried out with a focus on gender as cross cutting issue:</p> <ul style="list-style-type: none"> • Intensive capacity development for the MoE, five inclusive & all primary schools • Introducing pre-schools for Roma children: organisation of transportation for girls, awareness raising for parents and organisation of gender appropriate facilities • Capacity building for the examination centre on assessment of children with disabilities • Development of new law and guidelines for Matura for children with disabilities <p>As Team Leader I was responsible for the inception, the quarterly and the final report, the coordination of long- and short-term experts, the work plans and the budgeting.</p>
11/11 – 06/12	Turkey	Cambridge Education, carol.armit@camb-ed.com	Lifelong learning EU international expert	<p>EU funded support to lifelong learning in Turkey. Based on a situation and training needs analysis, capacity building for stakeholders in lifelong learning in Turkey on the following topics:</p> <ul style="list-style-type: none"> • Gender sensitive policy development and legislation for LLL
10/11 – 01/12	Kosovo	GOPA, viktoria.veidt@gopa.de	Expert for Prevention of School Drop-Outs and School Refusal	<p>GTZ funded project “Capacity building for primary education in Kosovo”. Based on a training needs analysis and training plan, a strategy was designed for the prevention of drop-outs and school refusal.</p> <ul style="list-style-type: none"> • Capacity building for teachers and school directors of primary schools on the prevention of drop-outs and school refusal • Development of a manual using best practices.
01/11	Albania	GOPA, viktoria.veidt@gopa.de	Expert for Human resource development & training needs analysis	<p>GTZ funded project: “Support to the dual university of Durres”. Based on a training needs analysis of the ducal university and the labour market, a training plan and instruments for implementation were developed:</p> <ul style="list-style-type: none"> • Quality assurance for the University of Durres • Development of human resources to meet international accreditation standards (banking, tourism, SME incl. entrepreneurship) • Development of a questionnaire for the business partners of the Dual University to assess their contentness, needs and suggestions for cooperation • Recommendations for Internal assessment for quality assurance

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				<ul style="list-style-type: none"> Development of new job descriptions
04/04 – 07/14	Germany	GTZ, EU, GOPA, ATC, Human Dynamics martin.jeglitz@gopa.de ; erich.alexander@avedis.de	Writer of methodologies, Facilitator study tours	Writing of methodologies for education and capacity building projects for the EU and GIZ projects. Organization and facilitation of study tours to Germany, Denmark, Ireland, Hungary, Spain, Austria, Holland
04/09 - 12/13	Germany	University of Mainz 11/09 – 03/10 & 10/10 – 03/11. Kim Krames, K.Krames@geo.uni-mainz.de Dual University of Baden-Württemberg, Mannheim, 03-08/09, Miriam Schulden, schulden@dhbw-mannheim.de	Lecturer	Lecturing the subjects “Organisation and project management” “for students of cultural anthropology, geography and tax accountants using participatory interactive student training methods. <ul style="list-style-type: none"> Needs analysis Strategy development, Action plan development Monitoring and evaluation
09/04 - 03/10	Albania	GOPA, viktorija.veidt@gopa.de	Expert for School Management & VET Decentralisation, Accreditation and Certification, Inclusion	<ul style="list-style-type: none"> EU funded technical assistance (“Support to Technical and Vocational Education, phase I, phase II and phase III”). Introduction of an adult education system adopting a gender cross cutting issue Situation and training needs analysis, action plan including an analysis of women specific situation Capacity development of VET schools and businesses in: Labour market analyses, designing short courses for skills development – including soft skills for women, Management Development of VET curricula for adults in close cooperation with businesses Support to the MoE on framework conditions for adult education, the accreditation and certification of modules Development of an inclusion strategy, action plan and support for its implementation (e.g. offers for ethnic minorities) Awareness campaign for short courses, esp. to attract more women to TVET Capacity building for VET providers, employment agencies, trade unions, chamber of commerce and business associations in entrepreneurship, school – work – transition and active labour market instruments
03/06 - 07/09	Serbia	GOPA, viktorija.veidt@gopa.de	Expert for School Management & VET, Development of Regional VET Centres, Adult Education & Decentralisation	EU funded technical assistance: Additional Support to Vocational Education and Training System in Serbia: capacity building and implementation support, phase II & Bridging project. The two projects had gender as a cross cutting issue. My task was the introduction of an adult education system: <ul style="list-style-type: none"> Introduction of a demand-driven adult education system adopting a gender cross cutting issue and cooperating closely with businesses Situation and training needs analysis, action plan including an analysis of women specific situation

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				<ul style="list-style-type: none"> • Capacity development of VET schools and businesses in: Labour market analyses, designing short courses for skills development – including soft skills for women, Management • Development of VET curricula for adults in close cooperation with businesses • Development of offers for handicapped people • Integration of minorities • Support to the MoE on framework conditions for adult education, the accreditation and certification of modules • Awareness campaign for short courses, esp. to attract more women to TVET • Capacity building for VET providers, employment agencies, trade unions, chamber of commerce and business associations in entrepreneurship, school – work – transition and active labour market instruments
01-04/08	Romania	Kantor Management Romania, Bucurest, Raluca Brinca, Tel: +40213105336	Team leader	Interim evaluation of pre-university education in Romania, programme identification for sector wide approaches, incl. focus on gender, inclusion of disadvantaged groups and quality assurance mechanisms
5/07, 08/07	Germany	GTZ, Email: Hans-Heiner.Rudolph@gtz.de	Expert for post-primary education	Development of a concept & strategy for post-primary education
01/07 - 09/07	Romania	Aarhus Technical College, www.atc.dk. Poul Jeppesen, Email: poj@atc.dk	Expert for School management	EU funded project: “Support to the national centre for staff training in pre-university education in Romania”: Based on a training needs analysis: <ul style="list-style-type: none"> • Capacity development and Manual for school management using best practice examples from the EU & Romania.
04/02-04/04	Germany	GOPA Head Quarters Martin Jeglitza Director HRD dept. Bad Homburg Email: martin.jeglitza@gopa.de	Project Director, Acquisition and Backstopping of Projects	Working for the dept. Human Resources development and education. Adopting a gender cross cutting issue, responsible for the following TVET and employment projects; <ul style="list-style-type: none"> • “SME development in Pernambuco, Brazil”: raising employment and income of Micro-Entrepreneurs; • “Vocational Education and Development, Malawi”: increasing the integration of students in the labour market. I was responsible for reporting and the coordination of long- and short-term experts, M&E and quality assurance and the coordination with the donor.
08/02 - 08/05, 06/06	Macedonia	GOPA Martin Jeglitza Director of the Human resource dev dept. , Bad Homburg Email: martin.jeglitza@gopa.de	Team Leader Project Director Inclusion Expert, Institution Capacity Building Expert	EU funded Vocational Education and Training Programme, Phase, II & III. Gender sensitive Assessment, training and accreditation of VET directors <ul style="list-style-type: none"> • Inclusion in Education • System-wide VET reform dissemination programme to VET schools on gender and new curricula

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				<ul style="list-style-type: none"> • Institutional capacity building in the Ministry of Education and Science incl. gender Evaluation of Curricula developed in VET I and II projects collecting gender disaggregated data, • Training needs assessment and the reorganization of teacher training related to gender and ethnical identity: by introduction a quality assurance system and strengthening coordination and supervision. <p>As Project Director I was responsible for M&E, reporting and the coordination of long- and short-term experts as well as for conflict management. As Team Leader I was responsible for work and budget plans approved by the steering committee and the EU.</p>
2/01 – 6/01	Germany	BMZ, Email : eval@bmz.bund.de	Evaluation Expert	Evaluation of the BMZ project “One World in Primary Education”, University of Bremen; Evaluation of the BMZ project University of Bremen, Association for Primary Education, Frankfurt, evaluation, analysis of gender related training materials and training programs, Gender sensitive recommendations
10/19 – 01/02	Germany	EPOS Health Consultants, Email : eposHQ@epos.de	Project Coordinator	Technical Backstopping & Bid management for francophone Africa, Asia and Middle East, responsible for contracts with the EU, Backstopping of 2 GTZ projects in Peru (mother-child-care), Monitoring and evaluation and quality assurance, coordination of long- and short-term experts, reporting and conflict management
03/00 – 06/00	Ethiopia & Uganda	BMZ, Email : eval@bmz.bund.de	Evaluation Expert	Evaluation of Projects of the International Institute of Cooperation of the German Adult Education Association Evaluation in Ethiopia and Uganda. I did the reporting for Uganda and the presentation at the BMZ of the outcomes of the evaluation.
02/96 – 02/98	Germany	ANU Juergen.Forkel-Schubert@bsu.hamburg.de	Team Leader	Team Leader – Networking in environmental education, a project funded by the Federal Ministry for Environment in Germany: Capacity building for environmental pedagogues in the Usage of IT media & networking. I was responsible for the monthly journal “ökopädNEWS”, the facilitation of seminars in environmental pedagogy and the new media as well as the reporting of the project, the coordination of 3 long-term experts and numerous volunteers as well as M&E and quality assurance.
01-03/89 01-03/92 01-04/94	Djibouti Mali, Burkina Faso	GTZ	Team Leader for Feasibility studies and Evaluations	Feasibility studies for basic education projects in Burkina Faso & Mali, Evaluation of the GTZ Project "Alphabétisation Fonctionnelle en Français - l'Entraide Féminine à Djibouti": Evaluation of adult education for women carried out by local NGOs through. skills development for women, transforming social barriers , esp. violation of women`s rights. As team leader I was responsible for reporting and coordination of all tasks and experts.
01/89 - 03/95	Germany	UNESCO Institute for Education (UIE)	International Consultant on Education	<ul style="list-style-type: none"> • Organisation and facilitation of workshops and conferences including reporting

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				<ul style="list-style-type: none">Capacity building, research and dev. of publications on: LLL and adult education, Literacy, Curriculum dev.; Prevention of Drop-outs
02/83–09/87	Mali	GTZ	Expert for participative methods	GTZ Primary Health Care Project "Développement des services de santé de base régionaux":