# CURRICULUM VITAE



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**Relevant work experiences**

1994 - 2004 University lecturer and international coordinator, Ballerup Seminariet
2004 - 2011 Child and Youth NGO capacity development network coordinator
2007 - 2026 Independent consultant
2015 - 2016 Programme manager, SOS Children's Villages
2016 - 2025 Part time, Oxfam Denmark, Gender focal point and senior MEAL coordinator
2021 - 2026 Member of Grant Facility Advisory Group, Disabled People's Organisation Denmark (DPOD)

**Annemette Danielsen** holds a Master in Education. She has comprehensive experience from 20+ years of professional engagement in development and humanitarian programmes, working with a vast number of actors and stakeholders in Africa, Latin America, Asia and the MENA region.

Reviews and evaluations: She holds a significant track record undertaking a wide range of mixed methods reviews and evaluations of multi-country and complex programmes, ensuring solid data management, triangulation and evidence of performance and results. Annemette has a special capacity on learning aspects, innovation, tracing and deeper understanding of causation. Her track record also includes research of academic character.

Children and Youth: Building on her psychological and pedagogical proficiency, Annemette has profound insights into programming *for*, *with* and *by* children and young people. Her proficiency includes application of a rights-based approach, and ascertaining meaningful participation. Inclusion of the most marginalised groups, strengthening resiliency and advancing adequate and systemic protection measures, along with integrating health in programming at all levels.

Education: Annemette has substantial proficiency related to the educational sector, covering formal as well as informal education, with a particular proficiency related to governance and inclusive and gender transformative education. Likewise, she holds experience with vocational training, skills building and adult education.

Diversity, inclusion and disability: While concurring with the Leave No One Behind principle, she has steered adaptation of rights-based programming, and local leadership strategizing along with systemic

application of social development targets and protection measures. Annemette also holds a knowledge base and a track record in programming *for* and *with* disabled people and marginalized groups.

Gender: She has ample experience in promoting Sexual and Reproductive Health and Rights along with, based on clear intersectional approaches to reinforce women's leadership, women's economic empowerment and in particular the fight against Gender Based Violence, including SRGBV. She also has a track record in mainstream and tailored support to promoting positive masculinities.

# List of consultancies 2006 – 2026

| Period | **Location** | **Company** | **Description & Role** |
|---|---|---|---|
| September – March 2026 | Rwanda | UNICEF DK | **Project lead, providing support to four teams, developing content in Rwanda for development of the Danish Children's Christmas Calender 2026.**<br><br>Comments: The task included collaborating with UNICEF Rwanda in establishing the location plans for filming, obtaining accreditations by local government bodies and likewise ensuring consent and preparing of local communities for filming. |
| April – November 2025 | Desk | Danish Ministry of Foreign Affairs | **Evaluation Study of the portfolio of support to the education sector 2000 – 2025 by the MFA, (TL)**<br><br>Comments: The following three overarching research questions framed the evaluation study: How has Denmark's support to education sector development in the Global South evolved over the past 15 years, and how does it align with broader global trends, challenges, and funding flows? How effectively has Denmark leveraged partnerships to advance its priorities and achieve results? What lessons can inform future Danish education sector support?<br>Based on the decision by the MFA, the evaluation study was unfortunately never fully completed. |
| October 2024 | Desk | SOS Children's Villages | **Value for Money tool kit development. Team leader, (TL)**<br><br>Comments: based on selected metrics and values, an applied assessment kit incorporating economy, efficiency, effectiveness and equity was developed. |

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| April – August 2024 | Kenya | SOS Children's Villages | **Mid Term Review of multi-country Strategic Partnership Agreement with Danish MFA**<br><br>Comments: The review includes a multi-country programme evaluation, assessing the effectiveness of support to young care leavers. It also included measuring compliance and alignment of programme specific modalities. |
| December 2023 – April 2024 | Tanzania | IAS (International Aid Services) | **Mid Term Review of multi-country programme, funded by the Danish Civil Society platform, CISU (TL)**<br><br>Comments: The review included a portfolio wide assessment of the effectiveness of inclusive education programs, applied in school settings. |
| November - December 2022 | Desk | EOL (Global Partnership for Education) | **Impact assessment of the applied global inception modality (TL)**<br><br>Comments: The assignment included an assessment of the added value of the comprehensive adaptive onboarding modality for sub-grantees. |
| March - April 2022 | Desk | Dignity | **Team leader on a context assessment, screening and mapping exercise in Liberia (TL)**<br><br>Comments: The screening resulted in a mapping of GBV programmes, donors, actors including identifying SCOs holding the most prominent and recognised expertise. |
| August - November 2021 | Desk | CKU and Danish Trade Union Development Agency | **Proposal development, based on Danida call for development of the GLOBUS educational funding facility (TL)**<br><br>Comments: The proposal was developed in a close collaboration with two organisations involved and encompassed designing a new funding modality**.** |
| June - August 2021 | Desk | IAS and Danish Association of the Disabled | **Proposal development, Danida call for civil society humanitarian actions (TL)**<br><br>Comments: Development of the proposal was pursued in close collaboration with DH and country representatives in Uganda and South Sudan. |

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| December 2020 – April 2021 | Kenya, Tanzania and South Sudan | CISU | **Appraisal and Capacity Assessment of AIS (TL)**<br><br>Comments: The assessment included review of programmes in Kenya, Tanzania, Sudan and South Sudan. Thematic focus: inclusion in education of children with disabilities. |
| January – August 2019 | Kenya, Mali and Burkina Faso | Danida | **Capacity assessment of Plan Børnefonden**<br><br>Comments: The assessment included review of programmes in Kenya, Mali and Burkina Faso. Thematic focus: protection of children and applied educational services for children in conflict contexts. |
| August 2018 – January 2019 | Global: Ethiopia, Mali and Uganda | Danida | **Building the content and platform for the Danish Ministry of Foreign Affairs, designing their youth engagement profile**<br><br>Comments: Mainstreaming in bilateral programmes included development of full implementation framework and piloting with three embassies. |
| January 2018 | Thailand | ADRA UK & Thailand | **Mid Term Review of a EU programme supporting female Burmese refugees in Thai border towns (TL)**<br><br>Comments: The evaluation posed particular interesting lessons in regards to implementation of rights in a hostile environment with illegality of both workers and factories. A partner workshop was conducted at end of the evaluation. |
| July 2016 | Cambodia | SOS Children's Villages | **Appraisal of an inclusive education programme (TL)**<br><br>Comments: Design of methodology, involving combined qualitative and quantitative approaching. |
| September – October 2015 | Ghana | Ghana Friendship Groups | **Establishing monitoring systems and Outcome Harvesting toolkits**<br><br>Comments: Review of existing MEL framework and redesign, establishing a MEAL |
| March – April 2015 | Ethiopia | AC International Child Support | **Support to the exit of partnerships with local NGOs on education and protection of children and youth**<br><br>Comments: Support to the final legal termination of partnership with sector focus on protection. |

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| Marts 2015 | Desk | NGA | **Reporting on the resolution 1612 in Congo regarding children enrolled in war acts**<br><br>Comments: Reporting included the rights perspective and latest UN periodic reporting on the country and the general situation concerning the CRC. |
| October 2014 – February 2015 | Nigeria | Save the Children | **Carrying out a nationwide Child Rights Situation Analysis (TL)**<br><br>Comments: The CRSA was solely a secondary literature review, due to security issues systematic primary data collection could not be undertaken. |
| March 2014 – February 2015 | Ethiopia | AC International Child Support | **Support to partnership development with four local NGOs, advancing protective gender and youth strategies (TL)**<br><br>Comments: The NGO organisational and thematic capacity building included a variety of issues related to efficient management and strategic programming. |
| October 2014 | Cambodia | Caritas Switzerland | **Education and protection programme design workshop with Cambodian NGO (TL)**<br><br>Comments: The programme design workshop ran for four days and involved designing special accommodated M&E tools. |
| September 2014 | Ethiopia | Save the Children/ AC International Child Support | **Review of pilot project aiming to build psychosocial support in schools, involving para-social worker schemes in two provinces (TL)**<br><br>Comments: The project involved four local partners. |
| June 2014 - February 2015 | Desk | European Commission - ECORYS | **National survey and study on trafficking in children (TL)**<br><br>Comments: Equal studies are taking place in 28 countries aiming to provide a diagnostic of the situation in European countries. |
| June 2014 | Desk | IBIS | **Training course in Theory of Change**<br><br>Comments: The training involved participation of the strategy and campaign management sections. |

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| April – May 2014 | Cambodia | Caritas Switzerland | **Evaluation of the programme portfolio for vulnerable communities to advance education and protection for vulnerable children and prevent unsafe migration and trafficking in three provinces in Cambodia (TL)**<br><br>Comments: The evaluation followed training with key staff to establish appropriate monitoring systems. |
| February – April 2014 | Ethiopia, Kenya and Somaliland | Danida (Danish International Development Agency) | **Capacity assessment of Save the Children, Denmark, reviewing capacity in both humanitarian and development programmes, focussing on education, protection and psychosocial support programmes**<br><br>Comments: The assessment was planned to include the humanitarian programmes in Somaliland and Puntland but due to security threats, the team only visited sites in Ethiopia. |
| January – February 2014 | Desk | CISU (Danish Association for NGOs) | **Capacity assessment of a Danish NGO, valuating their specific programmatic capabilities in regard to advocacy and rights (TL)**<br><br>Comments: The assessment included an appraisal of the proposed programmatic platform and validation workshop. |
| December 2013 | Desk | Focus (Forum for Applied Development Research) | **Outcomes of advocacy: A discussion paper identifying appropriate methods and tools to measures results and impact of advocacy**<br><br>Comments: The paper aims to capture the challenges of NGOs in making evidence of the outcomes of advocacy and included a workshop with 50+participants. |

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| November 2013 | Kurdish Region of Iraq | Caritas Switzerland | **Needs assessment, cluster involvement and response plans in context of catering for inclusive education for camp and non-camp Syrian refugee families (TL)**<br><br>Comments: The assessment of the potential strategic gaps was followed by writing up an emergency response proposal. |

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| October – November 2013 | Thailand | ADRA UK & ADRA Thailand | **Evaluation of a five year programme addressing migration and the humanitarian situation for Burmese refugees in border towns linking Myanmar and Thailand (TL)**<br><br>Comments: The evaluation posed particular interesting lessons in regards to implementation of rights in a hostile environment with illegality of both workers and factories. A Partner workshop concluded the evaluation. |
| April – December 2013 (part time) | Ethiopia | AC International Child Support | **Building sustainability strategies to strengthening the organisational development process of Ethiopian NGOs - focused on supporting migrant communities and children at risk (TL)**<br><br>Comments: The programme included a comprehensive training programme and support to organisational development. |
| March 2013 | Kurdish Region of Iraq | Caritas Switzerland | **Evaluation of protection and education programmes responding to protection and assistance to IDPs, camp and non-camp refugees in Suliamaniyah governorate (TL)**<br><br>Comments: The evaluation assessed interventions aiming to propose best practice in regard to establish sustainable practices for IDPs and refugees inclusion. |
| January, February 2013 | Ethiopia | AC International Child Support | **Evaluation of governance programme in migrant IDP and refugee settlement communities in Addis Ababa (TL)**<br><br>Comments: The evaluation included application of consistent triangulation methodologies plus a range of innovative methods such as MSC and PD. |
| October 2012 | Libya | DanChurchAid, Denmark (with Caritas Switzerland and War Child Holland) | **Manager of a protection and psychosocial support programme with MoE in Misrata**<br><br>Comments: The consultant supported in completion and exit of a one year post-war programme, see further four sections down for further information. |

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| July, August, September 2012 | Burundi | For Rockwool Foundation, involving ADRA (Adventist Development and Relief Agency) | **Peer Action Research in post-conflict areas – comparative research identifying the space for youth agency and advocacy (TL)**<br><br>Comments: The aim was to identify main achievements of involving youth in advocacy for reconciliation strategies. |
| July, August, September 2012 | Uganda | For Rockwool Foundation, involving Caritas Denmark | **Peer Action Research in post-conflict areas – comparative research identifying the space for youth agency and advocacy (TL)**<br><br>Comments: The aim was to identify main achievements of involving youth in advocacy for reconciliation strategies. |
| January – July 2012 | Libya | DanChurchAid, Denmark (with Caritas Switzerland and War Child Holland) | **Manager of a protection and psychosocial support programme with MoE in Misrata.**<br><br>Comments: The assignment included collaboration and training of government and acting as head of secretariat for 11 Libyan staff. |
| December – January 2012 | Desk/Europe | Separated Children in Europe Programme (European Network) | **Evaluation of a Daphne funded programme to develop strategies for meet the rights of separated youth (TL).**<br><br>Comment: The evaluation assessed interventions in a number of countries aiming to identify nest practices. |
| November 2011 | Desk | Danish Youth Council | **Democracy, rights and influence: Youth and citizenship in the MENA region**<br><br>Comment: A synthesis report involving country profiles and assessment of approaches and tools in addressing the youth in the Middle East. The report was followed by a one day workshop with members. |
| November 2011 | Desk | Save the Children | **Concept note on protection project proposal in Yemen**<br><br>Comment: Preparing internal note for Humanitarian Partnership Application. |
| November 2011 | Desk | Red Cross/Save the Children | **Training course for protection and psychosocial roster enrollment (TL)**<br><br>Comment: A four day workshop training 25 professionals for a shared Red Cross and Save the Children roster of Master Trainers to pursue Psychosocial Resiliency facilitator training. |

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| October 2011 | Desk | Save the Children; (Protection team substitute deployment) | **Development of global PME for psychosocial resilience programmes**<br><br>Comments: Developing concept papers, manuals and handbooks on youth resilience programming |
| September 2011 | Libya | Save the Children | **Assessment, child friendly spaces in Tawerga IDP sites and youth resiliency programmes (TL)**<br><br>Comments: Assessment and initiation of Child Friendly Spaces and partner agreements for psychosocial programmes for youth. Tripoli. |
| June | Burundi | Norwegian Refugee Council | **Team leader on a nation-wide evaluation of 10 year TEP accelerated learning programme for refugees and IDPs (TL)**<br><br>Comments: Evaluating a wide scope programme, comprising 12 years of operation in 10 districts, reaching 150.000 beneficiaries. |
| June 2011 | Libya, Benghazi | Save the Children | **Training of managers and professionals responsible for managing psychosocial support programmes and child friendly spaces (TL)**<br><br>Comments: Included also workshops for parents, meetings with authorities and a four-day training of programme facilitators. |
| March 2011 | Burundi | ADRA (Adventist Development and Relief Agency) | **Baseline and midterm review of programmes addressing vulnerable communities (TL)**<br><br>Comments: Initiation (baseline) of citizenship programme for returnee youth and review of media programme involving children. |
| January – December 2011 | Denmark/Burkina Faso | ADEA with the NGO Network for Education and Youth | **Preparing ADEA (Association for the Development of Education in Africa) Triennale, February 2012 in Ouagadougou**<br><br>Comments: Researching for and drafting the presentation of the paper: "The role of youth in promoting innovative models of TVSD and facilitating new partnerships" |

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| December 2010 – December 2012 | Burundi | ADRA (Adventist Development and Relief Agency) | **Research and documentation on post-conflict youth led livelihood development (TL)**<br><br>Comments: Documentation and training for partner organisation, focusing on effective points of entry in allowing youth space to advocate for their inclusion in local governance. |
| November 2010 – January 2011 | Uganda | Danish Family Planning Association | **Training of Transient Trader Youth in peer-to-peer protection**<br><br>Comment: A one week workshop on mobilising and monitoring youth agents as advocates for marginalised groups in community involvement |
| August 2010 – January 2011 | Desk | Danish Youth Council | **Strategy paper on Democracy, rights and agency: Youth and citizenship in the MENA region**<br><br>Comment: A review of feasible platforms, approaches and tools in addressing the needs of youth in the Middle East in becoming involved in democracy and politics. |
| July 2010 | Jordan | Save the Children | **Training of NGO rights and protection networks addressing refugee communities**<br><br>Comment: A two day workshop focused on mobilising and community involvement, with an emphasis on rights and advocacy. |
| June 2010 | Desk | IBIS | **Concept paper: Proposal for protection schemes for migrants in West Africa**<br><br>Comments: Concept paper serving as pre-proposal application. |
| June – November 2010 | Desk | Red Cross PS Centre | **Design of a psychosocial research and documentation unit**<br><br>Comments: Assessment of demand, innovative approaches to organisational development, office design and feasibility. |
| May – August 2010 | Desk | Disabled Peoples Organisations Denmark | **Support to PME on rights projects**<br><br>Comments: Facilitating design of a new phase to support the Ugandan Mental Health Association |

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| July 2010 | Desk | Save the Children, Denmark | **Writing and editing a resource kit on design and management of resilience interventions**<br><br>**Comments:** The resource kit consists of three books: An general and conceptual introduction, a guide for the manager and a curricula plan. |
| February – November 2010 | Baltic Sea States area | Council of Baltic Sea States | **Screening and identification of information sources, patterns and channels regarding prevention and protection mechanisms linked to children at risk of trafficking in the Baltic Sea region (TL)**<br><br>Comments: Assessment of stakeholder profiles and functions linking these up with a global communication structure. |
| January 2010 – June 2013 | Burundi | ADRA (Adventist Development and Relief Agency) | **Research and documentation on child and youth led agency in mitigation and livelihood strategies (TL)**<br><br>Comments: Research and documentation focusing on radio media and the change of roles, positions and performance of children and youth. |
| January 2010 | Jordan | Save the Children, Denmark | **Pursuit of a workshop addressing Network Constitutional Design for the CRC Monitoring Network**<br><br>Comments: A two day workshop enrolling the majority of member organisations catered for a thorough make over providing a democratic and functional set-up of the organisation and structure. |
| October – November 2009 | Rwanda | ADRA (Adventist Development and Relief Agency) | **Lead on a three year research and documentation component of a Rwandan HIV/AIDS protection project (TL)**<br><br>Comments: The platform includes developing a wide range of activities that were implemented over a span of three years. |
| July 2009 | Jordan | Save the Children, Denmark | **Evaluation of a program supporting the establishment of a refugee monitoring network among Jordanian civil society based organisations (TL)**<br><br>Comments: Assessment of progress and strategy concerning partner organisations, affiliates, network modalities and secretariat functions in the light of an emerging civil society. |

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| June 2009 | Burkina Faso | BØRNEfonden (The Child Fund) | **Design and adaptation of a training manual in sensitisation and action research for NGOs promoting child and youth protection (TL)**<br><br>Comments: The training guide with a variety of different methodologies was tested through an intensive programme running for 4 days. |
| May 2009 | Jordan | Save the Children, Denmark | **Support to a refugee monitoring network among Jordanian civil society based organisations in setting up child friendly community based activities**<br><br>Comments: Assessment of strategic entry points to involving non-experienced civil society groups in running awareness raising activities at local level. |
| May 2009 | Rwanda | ADRA Denmark (Adventist Development and Relief Agency) | **Mid Term Review, team leader on HIV/AIDS program addressing uniformed personnel and prisoners (TL)**<br><br>Comments: Assessment of progress and strategy concerning a preventive and innovative project addressing uniformed males and their sex partners. |
| Marts - April 2009 | Desk | Thematic Forum Network | **Arrange for Autumn Conferences: Developing an international conference catalogue, design the programs and assign speakers**<br><br>Comments: This piece of work represents state-of-the art on both themes, lecturers and program design. |
| February 2009 | Desk | Save the Children, Denmark | **Information paper and introduction to the work of Save the Children in Greenland and further writing up a new program**<br><br>**Comments:** This piece of work represents state-oftheart on both themes, lecturers and program design |
| February 2009 | Desk | NGO Forum | **Policy recommendations for the Africa Commission on initiative III: Post primary education and research**<br><br>Comments: The paper provides a critical strand on the issues of post primary education and vocational training meeting the targets set by the Africa Commission |

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| December 2008 – January 2009 | Desk | Save the Children, Denmark | **Evaluation of networking as a means to integrate separated children in Europe - an EU Daphne financed project managed by Save the Children, Denmark on behalf of the European SCEP Network**<br><br>**Comments:** Assessment of achievements and strategy concerning aims to involve and include the target groups (children and young people) in particular with respect to information and lobby work. |
| December 2008 – January 2009 | Desk | Danish Youth Council | **Analysis paper on current trends related to Young People in developing countries, for The Danish Youth Council**<br><br>Comments: The analysis paper provides an overview and an assessment of key issues to support the process of drafting a new policy paper for international work . |
| October – November 2008 | Ethiopia | AC Children's Fund | **Evaluation of a resiliency development programme including capacity assessment of partners (TL)**<br><br>Comments: Assessment of progress and strategy concerning 10 years of collaboration linked to a capacity assessment of the partner organisation. |
| October 2008 | Rwanda | ADRA Denmark (Adventist Development and Relief Agency) | **Mid Term Review of an Integrated livelihood Programme (TL)**<br><br>Comments: Assessment of progress and strategy concerning youth and adult education/literacy project, integrating skills training, health and agricultural development. |
| May 2008 | Denmark/West Africa | BØRNEfonden (the Child Fund) | **Programme development – rights for children and youth programming methodology (TL)**<br><br>Comments: Development of survey designs, supervision of local consultants, development of strategy paper, capacity building and applied training modules for core staff in West Africa. |

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| April 2008 | Uganda | ADRA Denmark (Adventist Development and Relief Agency) | **Mid Term Review of an Integrated peace and resiliency Programme in Karamoja (TL)**<br><br>Comments: Assessment of progress and synergy regarding a basic and adult education project, integrating aspects such as skills training, water provision and agricultural development and conflict management addressing a pastoralist population characterized by indigenous divide. |
| November 2007 | Desk | The Danish Education Network | **Facilitator in an international conference on Mother Tongue education**<br><br>Comments: In charge of facilitation and mentoring of English speaking groups of international specialist. |
| October - December 2007 | Desk | DPOD (Disabled Peoples Organisations Denmark) | **Study and assessment of Mini-Programme: Core competencies and modes of collaboration between Danish Disability Organizations and partners in developing countries**<br><br>Comments: In charge. of designing research methodology questionnaire as report writing and communication/presentation. |
| October 2007 | India | Sex og Samfund (Danish Family Planning Association) | **Design of training modules, workshops and monitoring of women's capacity project in Utar Pradesh (TL)**<br><br>Comments: Lecturing and facilitating ground personal working with and engaging young women in reproductive health. Main issues: Recruitment, involvement and retention. The assignment included us monitoring visits and assessment of M&E procedures regarding external partners. |
| October 2007 – December 2009 | Rwanda | ADRA Denmark (Adventist Development and Relief Agency) | **Design of documentation components related to a HIV/AIDS prevention programme addressing uniformed personal (TL)**<br><br>Comments: Team leader and administrator of various components such as in-depth studies, dissemination seminars, writing of article etc. |

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| September 2007 | Denmark | DH (Disabled Peoples Organisations Denmark) | **LFA training workshop**<br><br>Comments: Training of Disability Organisation Members in LFA followed by support to draft proposals for the Mini-Programme. |
| September 2007 | Desk | The Danish Youth Council | **Training of an international group of 26 Youth Leaders in peer education**<br><br>**Comments:** Training designed with a view to the complexity as youth from 13 different countries represent a variety in knowledge levels and experiences. |
| September 2007 | Desk | Thematic Forum | **Design, planning and organizing a twelve module M&E course (TL)**<br><br>Comment: In charge of recruiting lecturers, setting programme and schedules and practical logistics |
| November 2006 | West Bank and Gaza | The Danish Youth Council | **Monitoring of projects funded by the Danish Youth Council Mini Fund**<br><br>Comments: Child and youth specialist on a monitoring mission. |