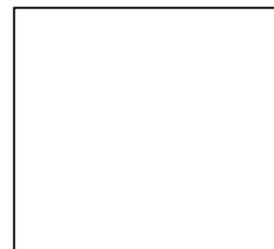


CV Josefien de Kwaadsteniet

1. Personal information

Family name : de Kwaadsteniet
First names: : Josefien
Date of birth: :
Nationality: : <https://www.linkedin.com/in/josefien-de-kwaadsteniet-581a3a4/> : www.josefiendekwaadsteniet.nl
Address:
Email
Telephone
LinkedIn
Website



2. Biography

Josefien holds a Master's degree in Human Geography; Advanced Development Studies; and Responsible Tourism Management. She has been working in the field of international development collaboration since 2000 and has extensive field experience, especially in Africa.

Josefien has accompanied actors in all aspects of organizational and institutional development, learning, project cycle management, program management and human resource management. She has worked with several donors as a project manager; she set up and managed the ICCO Burundi office and capacity building program; and she was interim manager for a capacity building program at ICCO in South Sudan. Subsequently she has worked with a number of organizations in the humanitarian and development sector as well as with private and public sector actors. Josefien is a generalist very capable of supporting organisations in analysing and improving processes focused on (multi stakeholder) project development, project management and monitoring and evaluation, capacity strengthening and training trajectories amongst others.

Josefien uses a participatory approach in everything she does. She is a certified, skilled and passionate trainer and can facilitate on a wide range of topics (face-to-face, distance, and hybrid). She has facilitated over 200 trainings and workshops since 2008 of varying duration in various countries and with a multitude of actors. She works fluently in French, English and Dutch.

3. Education

Institution	Date from-Date to	Degree(s) or Diploma(s) obtained:
University of Leeds, International Centre for Responsible Tourism (http://www.icrtourism.org/)		Masters Responsible Tourism Management (World's first UNWTO TedQual certified sustainability postgraduate course).
University of Nijmegen, Centre for International Development Studies	J	Masters degree in Advanced Development Studies
University of Utrecht, the Netherlands		Masters degree in Human Geography of Developing Countries. Research carried out on participatory management of small scale irrigation schemes in Zimbabwe
Secondary school Johannes Calvijn Lyceum, the Netherlands		A level Diploma

4. Key qualifications

- Project and program planning and management (assessing proposals, narrative and financial reports; developing and coaching on monitoring, budgeting, reporting, financial management, risk management)
- Capacity strengthening of organisations and individuals: organisational assessment, design of capacity building trajectories, advise, coach, facilitate and train on diverse topics:
 - project cycle management, results based monitoring, project management, theory of change, monitoring and evaluation, risk management
 - organisational assessment, organisational development and institutional strengthening
 - proposal writing and fundraising
 - financial management for non financial managers
 - leadership, teambuilding, (intercultural) communication

- training and facilitation skills
- gender mainstreaming
- human resource management
- Design and facilitate participatory, interactive learning events face-to-face and online (i.e. training, multi stakeholder workshops)
- Training and coaching of trainers and project managers
- Elaboration and editing of training manuals
- Proposal writing and assessment
- Responsible Tourism Management: destination management plans, accommodation environmental policy, responsible tourism marketing, natural and environmental resource management, heritage site management, responsible bicycle tourism

Clients worked with are civil society organisations, (local) government actors, grassroot organisations, international NGOs, educational institutes, private sector organisations and individuals.

5. Other trainings and experiences

Date	Institution	Description
2023	CIVAS, the Netherlands	Life coach
2019	AURIEX, Ede, the Netherlands	HEAT short course (hostile environment awareness)
2018	De Galan School voor training, the Netherlands	Training of trainers: certificate for skills trainer
2018	Avetica, Ede, the Netherlands	H5P tool for online learning training
2017	The visual connection, Ede, the Netherlands	Basics of visual communication
2014	Human Dimensions, Utrecht, the Netherlands	Deep democracy level 1
2012	Otherwise & Wageningen University	Workshop on Theatre for development
2010	School for Training Karin de Galan	Training on group processes in trainings and workshops
2009	MDF-Netherlands, Ede	Facilitation Skills training
2007	MDF-Central Africa, Goma	Human Resource Management training
2006	ReDR, Nairobi CSD Soesterberg	Security Management Workshop Basic Safety and Security Course
2006	MDF Central Africa, Goma	Training of trainers
2006	MDF East and Southern Africa, Arusha	Training on Financial Management for Non-financial Managers.
2005	Baco-consult, the Netherlands	Training on Institutional Development and Organisation Strengthening
2005	Facilicom consult, the Netherlands	Training on Participatory Capacity Building
2005	Facilicom consult, the Netherlands	Training on Project Cycle Management

6. Geographical experience

Africa: *Central Africa* : Burundi, D.R. Congo, Republic of Congo, Central African Republic, Cameroon, Gabon, Rwanda, Chad ; *West Africa*: Togo, Benin, Ghana, Sierra Leone, Burkina Faso, Mali, Ivory Coast, Guinea Conakry, Niger. *East Africa*: Kenya, South Sudan, Tanzania; *The Horn of Africa*: Eritrea; *Southern Africa*: Zimbabwe, South Africa, Mozambique ; *North Africa*: Morocco

North America: Haiti

Europe: France, Belgium, the Netherlands, Italy, Serbia, Switzerland

The Middle East : Palestine

Asia: Indonesia

7. Language skills (1 - excellent; 5 - basic)

Language	Passive	Spoken	Written
Dutch	Mother language	Mother language	Mother language
French	1	1	1
English	1	1	1

8. Professional experience

Date	Organisation and place	Function
2008-ongoing	De Kwaadsteniet Training & Co., the Netherlands	Trainer-consultant in international development cooperation (independent)
2019 - ongoing	MDF Training & Consultancy, the Netherlands <i>Dick van Blitterswijk</i>	Close associate senior Trainer-consultant
2016-2019	MDF Training & Consultancy, the Netherlands <i>Dick van Blitterswijk</i>	Trainer-consultant and head of the course on training and facilitation skills (face-to-face and online).
2008	ICCO, South Soudan <i>Jaap-Jan Verboom</i>	Interim program manager (3 months)
2007	ICCO, the Netherlands <i>Carl Janssen</i>	Program manager Peace and democratisation (2 months)
2005-2007	ICCO, Burundi <i>Klaas Jaap Breetvelt and Angelica Senders</i>	Program manager capacity strengthening program with 7 partner organisations, including organisational assessment and action plans
2004-2005	CORDAID, D.R. Congo <i>Annie Lefèvre</i>	Coordinator of action research 'Urban life' (6 months)
2004-2005	ICA, the Netherlands <i>Wim Klaassen</i>	Trainer project cycle management (2 years)
2004	ICCO, the Netherlands <i>Wim Klaassen</i>	Interim secretary team Africa and Middle East (3 months)
2004	NIZA, the Netherlands	Coordinator International Congres in Brussels (3 months)
2003	HIVOS, the Netherlands <i>Edit Tuboly</i>	Project manager, Africa desk (1 year)
2000-2003	Fair Trade Shop, the Netherlands	Shop assistant (3 years)

9. Professional experience (a selection of missions done in the previous 5 years)

Date from-date to	Location	Company & reference person ¹	Position	Description
2023 ongoing (sept 2023-feb 2024)	the Netherlands/ Chad (Moundou)	RVO <i>Dik van de Koolwijk</i>	Senior trainer	Training of trainers on the basics of management of associations and cooperatives Train and coach a small group of trainers to train 47 cooperatives and associations in the southern part of Chad, based on the MyCoop modules of ILO, with the objective to roll this out to more cooperatives in the coming years
2023	Maroc, Rabat	MDF T&C, Enabel/ <i>Ingrid Plag</i>	Senior facilitator	Support in the capitalisation workshop of the end of the program. Facilitate a workshop on the learning with regards to training/capacity strengthening with acors from the public administration in Maroc.
2023	Uganda, Kampala	MDF T&C, Enabel/ <i>Ingrid Plag</i>	Senior facilitator	Develop and facilitate two 4,5-day multi-stakeholder workshop with over 20-40 participants , staff and partners from government and civil society around several Enabel programs in Uganda (WeWork workshop 1 and WeCare and WeTrain workshop 2); provide feedback on baseline reports for the start of interventions in Niger (on theory of change visual and narrative, indicator matrix, risk management matrix).
2023	the Netherlands	MDF T&C, Enabel/ <i>Ingrid Plag</i>	Senior facilitator	Impact evaluation of online training trajectories carried out from December 2022-January 2023 on various topics related to strengthening capacities of public servants working with several ministries with the objective to improve and digitalize public administration services to increase quality and access for the population.
2023 (ongoing)	Ukraine, Kiev	VNGI <i>Judith Geerlings</i>	Senior trainer/facilitator	Train government actors on project cycle management and support in the development of bankable projects of 4 territorial communities through training and coaching
2023	Burkina Faso, Ouagadougou	MDF T&C <i>Jolanda Buter</i>	Senior trainer	Prepare and facilitate trainings on different topics to a group of trainers of Forth Investment and a group of entrepreneurs coached by the trainers Topics: train the trainer; networking and lobbying (to group of trainers); leadership for entrepreneurs.
2023	The Netherlands	KidShare Foundation <i>Hans van Driel</i>	Senior Facilitator	Prepare and facilitate a 2 day team retreat to support the foundation with its professionalization Focusing on their theory of change, the logframe, partner assessment tool, organization of tasks and roles.
2023	Rabat, Maroc and the Netherlands	MDF T&C, Enabel/ <i>Ingrid Plag</i>	Senior facilitator	Impact evaluation of training trajectories carried out from December 2021-July 2022 on various topics related to strengthening capacities of public servants working with several ministries with the objective to improve and digitalize public administration services for the population.
2022	Brussel, Belgium	MDF T&C, DGD België/ <i>Dick van Blitterswijk</i>	Senior trainer	Prepare and facilitate a one training on Results Based Monitoring , one in French and one in Dutch, for staff working with different programs within the Directie-Generaal Ontwikkelingssamenwerking en Humanitaire Hulp (DGD)
2022	Rabat, Maroc	MDF T&C/Enabel <i>Dick van Blitterswijk</i>	Consultant	Impact evaluation of trainings carried out from July 2020-September 2021 on various topics related to strengthening capacities of public servants working with several ministries with the objective to improve and digitalize public administration services for the population.
2022	The Netherlands	MDF T&C <i>Dick van Blitterswijk</i>	Senior trainer	Prepare and co-facilitate a two week blended course on Monitoring, Evaluation and Learning with participants from different types of organisations (Caritas, Dutch Embassy, Ministries, NGOs) from various countries
2022	The Netherlands	MDF T&C/Tropenbos International <i>Sam Boering</i>	Coach	Coach organisations, partners of TBI, in understanding the development and use of the Theory of Change. Partners coached were based in the Philippines, Uganda, DR Congo and Liberia.
2022	Niger/the Netherlands	MDF T&C/Enabel Niger	Senior facilitator	Develop and facilitate a 4-day multi-stakeholder workshop with over 55 participants , staff and partners from government and civil society around several Enabel programs in Niger and feedback on baseline reports for the

¹ All the reference persons mentioned can be found through my [LinkedIn](#) connections.

Date from-date to	Location	Company & reference person ¹	Position	Description
		<i>Dick van Blitterswijk</i>		start of interventions in Niger.
2022	Brussels, Belgium	MDF Belgium <i>Roberto T. Bellini</i>	Senior trainer	Develop and co-facilitate a training on Monitoring, Evaluation and Learning for organisations funded by the Belgium Ministry of Foreign Affairs.
2022	The Netherlands	MDF T&C/Dutch MoFAs <i>Karin Rozendal</i>	Senior trainer	Prepare and co-facilitate online workshops on civil society strengthening and specifically advocacy for partners of the Dutch Ministry of Foreign Affairs and Dutch embassies in several countries. Each webinar had a participation of 20-40 people.
2022	The Netherlands	MDF T&C/ EU Aid <i>Pauline van Norel</i>	Senior trainer	Prepare and facilitate online trainings on intercultural communication For people participating in EU Aid's journeys to become volunteers in international collaboration
2021 – 2022	DR Congo	MDF T&C/ENABEL Tshopo <i>Dick van Blitterswijk</i>	Senior consultant/trainer	Design and facilitate an annual reflection workshop for two programs with over 40 participants; Train and coach a group of co-facilitators (2 per group, so 6) to cofacilitate during the workshop. Themes reinforced were: theory of change, risk assessment and capitalization of experiences. Provide feedback on reports and theories of change
2021	Maroc	MDF T&C ENABEL/ e-TAMKEEN <i>Dick van Blitterswijk</i>	Senior trainer/consultant	Design and facilitate two trainings on Results-Based Management, Theory of Change, and Monitoring and Evaluation. The same three-day training was conducted twice for officials from the 14 ministries and project focal points. The purpose was to build their skills around the theme, to see their roles in the theory of change and to work on the monitoring plan for the capacity building plan.
2021	The Netherlands	MDF T&C/ Commission MER <i>Dick van Blitterswijk</i>	Senior trainer	Design and facilitate two online trainings on online facilitation techniques for managers working at the commission responsible for facilitating online sessions on several topics with a diverse audience
2021	Guinée Conakry	MDF T&C ENABEL/Capacita <i>Dick van Blitterswijk</i>	Senior trainer/Consultant	Design and facilitate a training on negotiation techniques in the project cycle and theory of change The training was designed for 55 executives from the Ministry of Cooperation and African Integration (MCIA) to refine negotiation techniques to better fulfill their cross-cutting role between the Ministry of Planning and Development, sectoral ministries and Technical and Financial Partners.
2021	DR Congo, Kinshasa	MDF T&C/ ENABEL KinEmploi <i>Dick van Blitterswijk</i>	Senior trainer/consultant	Design and facilitate a results based monitoring workshop with a new program team , developing a theory of change, detailing the logical framework (indicators), monitoring framework and risk management framework. Collaborate with the new KinEmploi program team to develop tools for program management during a 4-day workshop in Kinshasa.
2020	The Netherlands	MDF T&C/The Hunger Project <i>Dick van Blitterswijk</i>	Advisor	VCA assessment and training manual development Assess documents on the VCA approach (Vision, Commitment and Action) used by various THP offices worldwide and carry out interviews with practitioners as input for the co-creation of an extended VCA manual and a shortened digital interactive pdf: https://www.thehungerproject.nl/vca-manual/
2020	Grand Popo, Benin	MDF West Africa/DEDRAS <i>Richard Yeboah</i>	Trainer	Leadership and management course Assess needs and develop and facilitate a training on leadership and management with 33 program coordinators and project staff from the NGO DEDRAS managing several programmes throughout the country.
2020	The Netherlands	MDF T&C/Debbo Alafia Consortium <i>Dick van Blitterswijk</i>	Trainer	Results Based Management course Assess needs and develop and facilitate an online training on RBM with partner organisations from the DA consortium in Mali working on sexual and reproductive health rights.
2020	The Netherlands	MDF T&C/Just Associates <i>Dick van Blitterswijk</i>	Advisor	Assess proposal for Power of Women Read and provide feedback on documents to apply for funds for a strategic partnership with the Dutch MOFA Power of Women programme.

Date from-date to	Location	Company & reference person ¹	Position	Description
2020	Agboville, Ivory Coast	Agriterra <i>Jos de Best</i>	Coach	Coaching of trainers Coach a team of trainers who had participated in the ToT in Burkina Faso in a real life 3-day training and support them in strengthening their trainings capacities.
2020	Ouagadougou, Burkina Faso	Agriterra <i>Erwin Brouwer and Dik van de Koolwijk</i>	Trainer	Training of trainers Co-create- and facilitate a five day training of trainers with business advisors working with Agriterra to become able to train their clients on managing their cooperatives (MyCoop).
2020	Parakou, Benin	MDF West Africa <i>Francisca van Dusseldorp</i>	Trainer	Writing winning proposals course Prepare and facilitate a 4-day training on writing winning proposals with staff working for different NGOs in Benin (i.e. SNV, Dedras) as well as the private sector.
2019, 2020	Kisangani, DR Congo	MDF T&C/ENABEL <i>Dick van Blitterswijk</i>	Facilitator	Results based monitoring workshop Prepare and facilitate a 4 day tailor made workshop with 54 actors being staff and local governance involved in three programmes of Enabel (education, agriculture and transport) in order to strengthen capacities on results based monitoring, evaluate their programmes, look into lessons learned, cross programme synergies and strategic options.
2019	The Netherlands	MDF T&C/Groenpact <i>Dick van Blitterswijk</i>	Trainer	Project management course and proposal writing course Prepare and facilitate a tailor made four day training on project management and a two day training on proposal writing for staff working with several educational institutes involved in international projects.
2018	The Netherlands	MDF T&C <i>Pauline van Norel</i>	Trainer	Managing Development Projects and Programmes course Prepare and facilitate modules of the 4 week training on: project cycle management, theory of change, result based management and proposal writing. Audience: participants from different companies, NGOs and ministries from various countries.
2018	The Netherlands and Belgium	MDF T&C/EU Aid volunteers <i>Marie-José Niesten</i>	Trainer	Intercultural awareness and organisation development courses Facilitate modules in the 2- week preparation training for the volunteer-candidates on cultural awareness (1 day) and organisational development (2 days). Audience: international senior, medior and junior participants from Europa and Africa.
2018	The Netherlands	NCEA <i>Roel Meeuwssen</i>	Trainer	Training and facilitation skills course Develop and facilitate a 3 day training with staff working with NCEA responsible for developing presentations and facilitating workshops and trainings with a diverse audience
2018 – 2019	The Netherlands	MDF T&C <i>Hadewijch Klaassen</i>	Trainer	Gender mainstreaming in development programmes Prepare and facilitate sessions on peer learning and dealing with change in the two week blended training (online and face-to-face) with an international audience working on senior and medior level.
2018	The Netherlands	MDF T&C/Niche <i>Saskia Brand</i>	Advisor	Gender training modules Assist in development of training modules on gender for the national police academy of Mali.
2017-2019	The Netherlands	MDF T&C <i>Dick van Blitterswijk</i>	Course director	Training and Facilitation Skills course Develop oT&Cine and face-to-face content and facilitate learning during the five day blended training with an international audience working on senior and medior level.
2017-2018	Italy	MDF T&C/IFAD <i>Jolanda Buter</i>	Trainer	From expert to successful trainer – training of trainers course Support trainers of the IFAD operations academy in the design of training sessions through co-creation and blended learning (face to face and oT&Cine) in order to make learning at IFAD more interactive and outcome focused. Audience senior staff.