



Europass Curriculum Vitae

Personal information

First name(s) / Surname(s)

Mr. Michael Andrew David BISI

Nationality

Date of birth

Place of Birth

Gender

Desired employment / Occupational field

Expert, Facilitator, Trainer

Work experience

Expert, Facilitator, Trainer (Consultant)

Dates

July 2011-current

Occupation or position held

Expert, Facilitator, Trainer on Asylum, Refugee and Migration (Consultant)

Main activities and responsibilities

Called on as a facilitator at intergovernmental meetings, as an expert to provide strategic advice, train officials/students and comment on papers.

Dates

January 2009-May 2011

Occupation or position held

Project Coordinator for EU and government funded project on Iraq (responsible for substantive direction of project, organising and facilitating workshops, establishing secure platform for information exchange and coaching experts and seconded officers from States)

Main activities and responsibilities

Coordinated

- Consulted stakeholders, identified project objectives and liaised with 22 governmental partners, the European Commission, UNHCR, IOM, ECRE other NGO's and academics
- Drafted and implemented strategy papers, terms of reference for project, project proposal, action plan and communication strategy
- Identified, applied for and obtained financial and in-kind contributions and funding from EU governments and European Commission (European Refugee Fund 2008) approx 2 million Euro
- Established office (Temporary Desk) within the Belgian Asylum and Immigration Service in Brussels
- Recruited experts and arranged for government secondments, co-ordinated, supervised and managed 5 seconded officers and recruited 2 experts and 2 administrative staff
- Identified networks of relevant government experts to participate in project
- Planned, reported on and ensured timely implementation of project deliverables according to action plan in co-operation with the project manager.

Organised meetings, facilitated workshops, set up and coordinated information exchange

- Organised kick-off meeting (participants Brussels perm reps for Justice and Home Affairs and European Commission)
- Co-ordinated EU States resettlement missions to Syria and Jordan, as part of EU decision to resettle up to 10,000 Iraq and Palestinian Refugees from the region in order to show international solidarity with countries in the region of origin- travelled to the region frequently and observed resettlement interviews in camps
- Organised and facilitated four two day interactive workshops with experts to identify needs for information, documentation and tools for practical cooperation and exchange of information on similarities and differences in inflows, policies and practices on: migratory flows from Iraq, resettlement of Iraqi refugees from Syria and Jordan, return of Iraqis to Iraq and identified effective practices by States
- Identified chair, rapporteurs, participants, drafted agendas, designed break outs, drafted follow-up, drafted workshop report
- Identified and conducted pilots with State experts on practical cooperation including data mapping, early warning, exchange of guidelines, collection of caselaw, country fact sheets and reporting tools
- Organised and facilitated a multidisciplinary workshop which identified interlinkages between inflows, migratory patterns, determinations, resettlement and returns and reviewed the results of the pilots and validated the tools for practical cooperation
- Set up a secure electronic platform: (intuitive web site) for States to contact experts on the Iraqi caseload, access data and documentation, discuss common issues and challenges, find resources and access the tools for practical cooperation.
- Designed and coordinated compilation and analysis of dispersed information into concise, comparable, updatable fact sheets on States' policies and practices.
- Coordinated the extension of the secure electronic platform and tools to the Afghan, Russian Federation and Somali caseloads
- Coordinated analysis of the data and documentation on the different caseloads
- Devised a generic toolkit for running interactive workshops, compiling and analysing information into concise fact sheets, conducting pilots and identifying effective practices
- Coordinated the drafting of position papers by States which help to clarify reasons for convergences and divergences in policies and practices
- Coordinated a pilot on facilitating the sharing of different types of information from States

Reporting, outreach and external training

- Presented at internal (steering and reference groups), EU, UN , NGO and academic and other meetings on project proposal, developments and findings
- Drafted the final report on project findings and assisted in the preparation of the handover report to the European Commission
- Outreach: tested the methodologies for interactive workshops through brainstorming and simulations at EU workshops on Iraq and Afghanistan, at an EU Ministerial (Justice and Home Affairs) Market place for projects on practical cooperation, at the Conference on Afghanistan and facilitated a workshop of Belgian and Polish experts on the Russian caseload.
- Trained students at Humanmed course University of Nice in European Acquis on Migration and Asylum
- Trained participants at general and advanced courses at the International Institute of Humanitarian Law on International law on migration, refugees, data, UN smuggling and trafficking protocols, illegal migration and the EU aquis on asylum and migration

Results of project

The Management Board of the newly established European Asylum Support Office (EASO), the newest European Agency, decided during an evaluation of the results of the Temporary Desk on Iraq to apply the methodology I developed for interactive workshops, expert networks for information exchange, "early warning" on future inflows and caselaw collection to its future activities

Name and address of employer

Temporary Desk on Iraq, 59B Chaussee D'Anvers- WTC Tower II – 1000 Brussels – Belgium

Type of business or sector

European Project (an example of practical co-operation on migration flows from Iraq to Europe which was extended to Afghanistan, the Russian Federation and Somalia)

Dates	August 1994-December 2008
Occupation or position held	Assistant/Deputy Co-ordinator (Diplomatic Status) (1999-2008) Liaison officer, (1994-1998)
Main activities and responsibilities	<p>Assistant/Deputy Co-ordinator of the first intergovernmental forum on asylum, refugee and migration policies in Europe, North America and Australia</p> <p>Coordinated</p> <ul style="list-style-type: none"> -Managed between 7 and 12 staff (experts and seconded officers on data, migration, illegal migration, smuggling and trafficking, asylum, country of origin information and technical/administrative issues.) Supervised, coached and provided direction and feedback on substance and methodology -Liaised with officials in 16 participating States (Europe, North America, Australia and New Zealand), UNHCR, IOM, the European Commission, International and Regional Organisations, NGO's, Academics and the media. -Managed and coordinated between several processes concurrently, overseeing working groups, secure web site, production of documentation -Assisted the Coordinator and Chair in identifying issues for the Secretariat's work programme and Chair's annual theme. Proposed a draft work programme on asylum/migration activities, workshops and the secure web site. Assisted Chairs of working groups and workshops in defining work programmes. Ensured consistency, coherence and communication between different workshops. Responsible for planning and meeting deadlines and taking remedial action in case of delays caused by external factors. <p>Set up and coordinated workshops</p> <ul style="list-style-type: none"> -Facilitated and organised workshops on inter alia, data, migration, circular migration, security and migration, illegal migration, technology, biometrics, travel documents, return and readmission -Organised specific workshops on countries of origin of major migratory flows i.a Iraq, Afghanistan, China, Kosovo, and Sri Lanka. The workshops adopted a multidisciplinary approach covering data, country of origin information, and return practices -Organized annual and semi-annual meetings of Director Generals of Immigration in Europe, North America and Australia. -Organised workshops with other regional processes, including the Global Commission on Migration and Development <p>Outreach and external training</p> <ul style="list-style-type: none"> -Made presentations at International/Regional fora inter alia: United Nations, International Commission on Migration and Development, Metropolis, Council of Europe, OSCE, OECD, IOM, UNHCR, Ministerial meetings, Eurostat, Europol, Eurasil, Frontex, Interpol, ICMPD, General Directors Immigration Services Conference, Regional Consultative processes i.a Budapest, Bali, ASEAN, APC, Pacific Rim, NGO meetings, Academic Institutes and the Microsoft Government Leaders Conference. -Participated in Eurostat and UNECE working parties on migration data and as expert in drafting recommendations to United Nations on migration statistics -Shared methodology on workshops, secure web site and information collection with other regional processes on migration -Provided briefings on migration trends and policies to EU Commissioners, Ministers, and Directors of Immigration Services and appeared as an international expert before national migration commissions (Swiss, Swedish, US). -2006-2008 facilitation and training at the International Institute of Humanitarian Law courses on international refugee law on "Protecting refugees within broader migration movements and the challenges of developing effective refugee status determination processes". The course brings together participants from governments, UNHCR, NGO's and academics from around the world. -Provided training on migration, illegal migration, UN smuggling and trafficking protocols, return, asylum, unaccompanied minors at different academic networks (Odysseus Brussels, Georgetown, Washington), Institutes on European law (European University Institute, Florence), Human Rights and Humanitarian Law (International Institute of Humanitarian Law, San Remo) and trained government officials in the Czech Republic, Poland and the Russian Federation. <p>Documentation</p> <ul style="list-style-type: none"> -Conducted extensive missions to collect information and interview policy makers and practitioners on migration and asylum, as well as extended missions to organise and run meetings in Europe, North America, Australia and Asia. -Analysed data trends and policy developments and presented it to experts, senior officials and

	<p>Ministers in Europe, North America and Australia.</p> <ul style="list-style-type: none"> -Drafted substantial comparative reports on data, migration, illegal migration, migration and development, family reunion, circular migration, readmission and return, asylum, unaccompanied minors, temporary protection, smuggling and trafficking, on the basis of information collected in missions to participating States, results of workshops and observing migration management in States -Participated in drafting policy papers on solidarity structures (burden sharing), whole of government, information exchange, biometrics, labour migration, circular migration, readmission and return in 16 participating States. <p>Systematised information exchange and established Secure Web Site</p> <ul style="list-style-type: none"> -Systematised the compilation of information into country reports with common formats and established databases -Established secure web site for the workshop organisation, network of experts, databases, documentation and discussion fora and piloted a google based search tool. -Identified networks of experts in States to provide information, access the platform -Managed the web site , coordinated maintenance and one redevelopment and added functionalities including on line newsletters, notifications, possibilities to make specific requests for information to other States and predefined graphical representation of data trends, -Established databases on migration, asylum, unaccompanied minors and return and co-ordinated collection of metadata -Established full text database on readmission agreements -Piloted a google based customised search engine from public and non-public sources, issues involved identifying commercial solutions, understanding needs and volumes of documentation, developing comparable search terminology, translation tools, license requirements, confidentiality
Name and address of employer	Intergovernmental Consultations on Migration, Asylum and Refugee Policies in Europe, North America and Australia, Rue de Vermont, Geneva, Switzerland
Type of business or sector	International Organisation
Other	<p>Consultancies, short term contracts and internship from Jan 1992-July 1994</p> <p>IGC/IOM: consultancy to draft a report on return of rejected asylum seekers Sept 1993-July 1994</p> <p>ICMPD and Swedish Parliamentary Commission: consultant to draft a comparative report on migration and asylum systems in Europe June-Sept 1993</p> <p>ILO: legal officer drafting summaries of cases and legal decisions in English and French for Administrative law tribunal Jan-May 1993</p> <p>UNECE: researcher on data sources of international migration in Europe Sept-Dec 1992</p> <p>IGC: consultant on Dublin Convention March-December 1992</p> <p>UNHCR: internship Jan-March 1992</p>
Education and Training	
Dates	1990-1991
Title of qualification awarded	Diplome d'études approfondies (DEA) and Diplome d'études superieures specialisées (DESS) (Masters and postgraduate diploma, both obtained "with merit")
Principal subjects/occupational Skills covered	European Community Law (public and private)
Name and type of organisation providing education and training	Centre d'Etudes Européen, Université de Nancy, France
Dates	1986-1990
Title of qualification awarded	LLB Hons 2.1 (Bachelor of English law with French Law)
Principal subjects/occupational Skills covered	English Law, French Law
Name and type of organisation providing education and training	University of Essex, the United Kingdom, Université de Lyon, France (1 st ERASMUS programme)
Personal skills and competences	
Mother tongue(s)	English

Other language(s)

Self-assessment

European level (*)

French

Italian/Spanish

Fluent French, Intermediate Italian and Spanish

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user
B1	Independent user	B1	Independent user	B1	Independent user	B1	Independent user	B1	Independent user

(*) [Common European Framework of Reference for Languages](#)

Social skills and competences

- Experienced in training, facilitating international meetings, making presentations, achieving concrete results.
- Facilitating dialogue, identification of topical issues and concrete strategies and plans for policy coordination and practical cooperation
- Team leader and motivator of teams of experts on migration and asylum issues.

Organisational skills and competences

- Establishing new projects, identifying solutions.
- Management: recruited, supervised and evaluated and provided feedback to seconded and recruited staff
- Liaison: liaised effectively with experts, senior officials in governments, international organisations, intergovernmental organisations/processes, NGO's and academics.
- Establishing comparable documentation: inventorising data and documentation from different sources into concise, comparable and updatable formats
- Workshop organiser and facilitator: over 100 international workshops of experts/meetings of senior officials
- Planning and time management: deliverables on time and as promised.
- Innovator: bringing new ideas and methodology in order to involve stakeholders in project design and implementation, for example designing interactive workshops, conducting innovative pilots for practical cooperation based on needs identified by experts in brainstormings and simulations of processes and practices.
- Represented different international organisations and processes in international and regional fora
- Presenter: over 100 presentations on migration and asylum issues to national, European, UN, NGO and Academic fora: known for making the audience think about the perspectives and for the interactive approach.

Technical skills and competences

- High level of expertise in training on migration, asylum/refugee, data, law, policies, practices and procedures in States.
- Overseeing and advising on the set up of databases.
- Drafting substantial comparative and analytical reports and policy papers; evidenced in requests to make contributions ie. to the Economist for a lead article on migration in Europe.
- Extensive knowledge of EU framework and acquis on migration from participation in and studying international and regional instruments. Evidenced in trainings and lectures given at academic institutes, and participation and facilitation of panels in international meetings.

Computer skills and competences

- Proficient user of Microsoft Office specifically presentation and data software
- Identified IT tools to facilitate understanding of data presentations and represent data in maps.
- Highly experienced in establishing intuitive electronic platforms on information, documentation, analysis and tools for practical cooperation.
- Excellent understanding of needs of users for web sites and search engines from a policy - perspective.- attended and presented at the Microsoft Government Leaders Conference.
- A firm believer in project needs driving the technology and not the technology driving the project.

Reports and Articles published in the Public Domain

I have drafted a significant number of comparative studies, policy papers but most are not in the public domain.

The following documents are in the public domain:

Caught in the Crossfire: The Impact of Foreign Fighters on Internally Displaced Persons, Asylum Seekers and Refugees from Syria and Iraq

http://link.springer.com/chapter/10.1007%2F978-94-6265-099-2_24--

"The Temporary Desk on Iraq: An example of practical cooperation" 2011 in *Jaarboek Vreemdelingenrecht* (Dutch Migration Law Journal)

-Asylum Procedures report on policies and practices in IGC participating States 2009 (reviewed and

edited)

-Overview on Readmission Agreements IGC 2000

-Asylum Procedures: report on policies and practices in IGC Participating States circa 400 pages

Drafted first and second editions 1997 and 2000

-Unaccompanied Minors: report on policies and practices of IGC participating States circa 400 pages
1997

-A comparative analysis of temporary protection policies and practices in IGC participating States
1995 (circa 450 pages)

-Asylum-seekers in Europe 1985-95".co-authored with Eurostat Statistics in Focus 1996-1

-Contributed to book by Jonas Widgren based on the Report to the Swedish Royal Commission in
1994 "The Key to Europe: A comparative analysis of entry and asylum policies in Western Europe"

Member International Institute of Humanitarian Law (IIHL), San Remo, Italy