

Christine Wiik

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Profil

- Internasjonal erfaring fra bistand og humanitært arbeid.
- Norske organisasjoner og konsulentvirksomhet.
- Prosjektledelse og forvaltning: behovsanalyse, budsjett, monitorering, rapportering, teamledelse og koordinering.
- Utvikling og oppfølging av opplæringsprogrammer: kurs, seminarer, strategier og handlingsplaner

Arbeidserfaring

08.2015- d.d

Flyktningshjelpen

Senior rådgiver:

Ansvar for NORCAPs støtte til FN-organisasjoner i Midtøsten og Nord-Afrika (MENA). Dette innebærer:

- Internasjonal prosjektforvaltning av humanitære midler: analyse, feltbesøk, planlegging, økonomi og rapportering.
- Utvikling og implementering av rutiner og plattformer for prosjektstyring -og planlegging samt faglige foraer.
- Strategiske utvikling av NORCAPs innsats i regionen: behovsanalyse, tildeling av midler, rekruttering og utsending av ekspertise.
- Kommunikasjon og informasjon, internt og med eksterne samarbeidspartnere.

Likestillingsrådgiver:

- Kvalitetssikring av programarbeid og organisasjonens arbeid for likestilling.
- Kompetanseutvikling og bevisstgjøring av kjønn og likestilling i organisasjonen.
- Råd og veiledning for integrering av et kjønnsperspektiv.
- Påvirkningsarbeid og nettverksbygging ovenfor partnere nasjonalt og internasjonalt.

01.2013 – 07.2015

SOS-Barnebyer

Program -og likestillingsrådgiver

- Prosjektforvaltning med samarbeidspartnere.
- Kvalitetssikring av planer, budsjett og rapportering.
- Utvikling av internasjonal handlingsplan for likestilling.
- Implementering og videreutvikling av likestillingsprogram.
- Ansvar for søknad og rapportering til Norad og andre givere.
- Faglig innspill til politiske påvirkningsarbeid og strategier

- 11.2007 – 12.2012 **Nord/Sør-konsulentene, Oslo**
Partner
- Konsulentselskap med oppdrag fra nasjonale og internasjonale organisasjoner, institusjoner og myndigheter i bistandssektoren.
 - Internasjonal likestillingsrådgivning for ulike studier, gjennomganger og evalueringer.
 - Opplæring i likestillingsverktøy og program- og organisasjonsutvikling for bedre integrering av et kjønnsperspektiv.
 - *Se vedlegg 1 for konsulentoppdrag.*
- 03.1999 – 10.2007 **FOKUS- Forum for kvinner og utviklingsspørsmål**
Rådgiver
- Oppfølging og videreutvikling av programsamarbeid med partnere og medlemsorganisasjonene.
 - Kvalitetssikring av plan- og rapporteringsdokumenter, budsjetter og regnskap.
 - Kompetanseheving av de norske medlemsorganisasjoner og deres partnere.
 - Ansvar for temaer knyttet til globalisering og kvinners økonomiske muligheter
 - Ansvar for partnere i Afrika
 - Informasjonsarbeid og politiske påvirkningsarbeid (nasjonale og internasjonale konferanser og møter, posisjonsdokumenter, skyggerapporter og høringer).
- 08.1997 – 08.1998 **SAIH, Studentene og akademikernes internasjonale hjelpefond**
Nestleder
- Ledet SAIHs prosjekt- og kvinnekomiteer.
 - Informasjonskampanjer overfor medlemmene og studenter på universitet og høyskoler.
 - Påvirkningsarbeid overfor studentparlamentet, stortingspolitikere, Norad og Utenriksdepartementet.

Utdanning

- 08.1994 – 03.1998 **Cand.Polit, Samfunnsgeografi, Universitetet i Oslo**
- I hovedfagsoppgaven «*Sikkerhetsnett i endring: By-land bånd blant lavinntektsgrupper i Francistown, Botswana*», omhandlet fattige kvinners overlevelsesstrategier.
- I studiet inngår fagene samfunnsgeografi, sosialantropologi, engelsk, politisk geografi.
- 02.2005 – 05.2005 Bedriftsøkonomisk institutt (BI), Oslo
- Coaching, selvledelse og emosjonell intelligens*
- Praktiske verktøy og metoder for å lykkes og utvikle potensiale
- Paradokser og dilemmaer ved ledelse og samarbeid
 - Indre motivasjon, videreutvikle selvtillit, selvfølelse, mestringstro
 - Leder-, team- og kollegacoaching

Annen kompetanse

IT/Data: Office Word, Powerpoint, Excel, Teams/Zoom, Workplace, Unit 4 økonomisystem

Språk: Norsk – morsmål
Engelsk, skriftlig og muntlig - flytende i begge.

Kurs:

05. 2011 *Praktisk likestillingsarbeid på arbeidsplassen for likestillingsrådgivere, Likestillings- og diskrimineringsombudet (LDO)*

- Hvordan fremme likestilling og hindre diskriminering, enten i egen virksomhet eller som veiledere for andre.
- Verktøy for å jobbe systematisk.
- Diskrimineringslovverket inkludert aktivitets- og redegjørelsesplikt.

11.2010 *Gender Audit facilitator training, The International Labor Organization*

- Proactive and participative exercise using a self-assessment diagnostic
- Reflect and analyze own gender capacity and challenges
- Certification ensure high quality standards for facilitators

Styre/Verv:

10.2020 – 06.2023 Hovedtillitsvalgt, Flyktninghjelpen

01.2018 – 01.2023 Koordinator, Bistandsorganisasjonenes fagforeningsnettverk

11.2017 – 10.2020 Tillitsvalgt, Flyktninghjelpen

01.2015 – 03.2017 Koordinator, Bistandsorganisasjonenes likestillingsnettverk.

01.2013 – 02.2016 Styremedlem, Det Norske Jentekor

08.2011 – 01.2013 Styreleder, Nordberg strykeorkester

05.2008 – 06.2011 Styreleder, Ahead

01.2000 – 01.2001 Leder, Prosjektutvalget for Fellestrådet for Afrika.

01.1998 – 01.2000 Styremedlem, Studentenes og Akademikernes Internasjonale Hjelpfond

Annex PROJECT WORKING EXPERIENCE FROM CONSULTANCY

(September 2010 – 2012) **Norad dep. for Clean energy and Oil for development**

Advice on gender mainstreaming in energy (clean energy and petroleum) projects; reviews, baseline studies, fact finding missions; gender mainstreaming of capacity building courses in energy (clean energy and petroleum); capacity building of partners in cooperating countries and in Norway; policy influencing in cooperating countries; networking with actors in cooperating countries, Norway and internationally; development of information material on gender mainstreaming; arrange workshops and trainings; identify good examples and lessons learned from energy projects (clean energy and petroleum) that ensure women and men equal access to energy sources.

(August- December 2012) **SOS Children's Village Norway**

Develop reports, plans, presentations, information for web etc.

(August – September 2012) **Digni**

Compile and present Digni's programme portefolio for a new frame agreement for Norad.

(April – June 2012) **FOKUS, Forum for women and development**

Write articles on sustainable development issues, develop supporting climate change programmes and policy.

(January 2012) **Resultatstyring** (Anette Simonsen)

Develop template for evaluations in Norwegian Red Cross.

(October 2011 – February 2012) **FOKUS, Forum for women and development**

Develop climate change programmes for FOKUS.

(September 2011 – January 2012) **Mangfold i arbeidslivet, MiA**

Evaluation of a pilot training programme on dental health for refugees and asylum seekers in Norway.

(September - October 2011) **Norad dep. for Clean energy and Oil for development**

Develop the discussion paper *Gender Equality in Financing Energy for All* for the high-level meeting on financing Energy for All in Oslo 2011.

(June – September 2011) **NVE**

Prepare and facilitate one-week gender and energy training for their cooperating partners from seven different countries.

(May 2011) **Diversity Charter**

Course in activity and reporting requirements (Aktivitets- og redegjørelsesplikten) concerning equality and diversity in the workplace.

(February - March 2011) **Red Cross in Norway**

Facilitate group discussions based on a participatory approach to promote learning, identifies critical challenges, document good practice, and propose new and more effective strategies for organisation development.

(February 2011) **The Norwegian Development Network/Bistandstorget**

Develop and conduct to days training on women's rights and gender equality focusing on how to integrate gender as a cross cutting area in programmes and organisations.

(January 2011) **Nord/Sør-konsulentene**

Crash course in activity and reporting requirements (Aktivitets- og rapporteringsplikten) concerning equality and diversity in the workplace.

(December 2010 - January 2011) **Norad dep. for Clean energy and Oil for development**
Suggested actions to be followed up and comments to gender mainstreaming in the Guidelines for applications of the HERD/Energy programme.

(November 2010) **The Norwegian Development Network/Bistandstorget**
Develop and conduct training on women's rights and gender equality focusing on how to integrate gender as a cross cutting issue.

(September – November 2010) **Norad dep. for Clean energy and Oil for development**
Develop a concrete, to the point and practical strategy/activity plan for mainstreaming of gender in energy programs that provides Norad's Energy Department with an activity plan for which countries, types of programmes, areas and activities prioritize.

(May – September 2010) **Norwegian Refugee Council**
Responsible for execution of seminar on humanitarian assistance and gender for Norwegian staff from Norwegian Red Cross, Norwegian People's Aid, Norwegian Church Aid, Caritas Norway, Save the Children Norway, CARE Norway, FOKUS and the Norwegian Refugee Council.

(May 2010) **The Norwegian Development Network/Bistandstorget**
Develop and conduct training on women's rights and gender equality focusing on how to integrate gender as a cross cutting area.

(2010) **Ministry of Foreign Affairs**
Development of gender guidelines for the 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*.

(January-April 2010) **Plan Norway**
Gender Review of the Programme Department. Establish a baseline, identify critical gaps and challenges, recommend ways of addressing them and suggest new and more effective strategies towards achieving gender mainstreaming.

(November 2009 – March 2010) **Red Cross in Norway**
Develop a new gender policy which includes the national aspect of the organisation.

(February 2010) **The Norwegian Children and Youth Council (LNU)**
Developing and conducting half day training focusing on how to integrate gender and climate change in their exchange programmes.

(September – November 2009) **CDC, FMO, and Norfund**
Gender study with practical guidance for "The three DFIs" fund managers investing in developing countries on how to assist their investee companies to promote positive gender outcomes.

(October – December 2009) **Norwegian Water Resources and Energy Directorate (NVE)**
Strengthening gender in the institutional cooperation between the Ministry of Lands, Mines and Energy (MLME) in Liberia and the Norwegian Water Resources and Energy Directorate (NVE).

(May – October 2009) **Red Cross in Norway**

Develop a new gender policy, gender indicators, training modules and tools, assess present tools, monitoring system and strategy documents.

(2009) **The Norwegian Development Network/Bistandstorget**

Develop and conduct one day training on indicators focusing on how to integrate gender as a cross cutting issue.

(2009) **FK Norway (Fredskorpset)**

Develop and conduct two days gender mainstream training focusing on how to integrate women's rights and gender equality in their exchange programmes.

(2008-2009) **The Atlas Alliance**

Facilitating gender audit assessing internal practices and related support systems for gender mainstreaming for the network's development work. Establish a baseline, identify critical gaps and challenges, recommend ways of addressing them and suggest new and more effective strategies and documented good practices towards the achievement of gender equality.

(2008) **The Norwegian Development Network/Bistandstorget**

Develop and conduct one-day gender audit training focusing on practical methods of mainstreaming gender in organisations.

(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).

(2008) **Norad**

Desk study, mapping of international trends on human trafficking including definitions, legal framework, plans of action, trends, international interventions, studies, evaluations, best practices.

(2008) **The Norwegian Humanist Association**

Develop a strategy document for their international aid work. Here by motivate for discussions and give feedback on contents.

(2008) **The Ministry of Foreign Affairs' training centre –**

Facilitate training suited for employees from Norad and MFA based on the Gender Empowerment Assessment Manual. Give training including lecturing and heading workshop.

(2008) Lecture for **KvinneROM** (www.kvinnerom.net) on women's solidarity and creativity, an international experience.

(2008) **The Norwegian Development Network/Bistandstorget**

Develop and conduct two days gender training including Gender Empowerment Assessment (GEA) training focusing 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 for their member organisations

(2007) **Norwegian Missions in Development (Bistandsnemda)**

Report and a base line survey among BN's members on women's empowerment and gender.