

Verena Lahousen

KEY EXPERTISE:
GENDER & CONFLICT RESOLUTION (WPS AGENDA)
LEADERSHIP IN INTERNATIONAL TRAINING & ORGANIZATIONAL DEVELOPMENT

Trainer & Capacity Development Specialist in leadership, communication and conflict resolution; gender & diversity in international & business development. Analysis, strategy, design and facilitation/coaching.

Areas of expertise: Gender equality/mainstreaming in public sector reforming & good governance, GRB, women, peace, and security, communication & conflict management, human resource and organizational development

References: UN (UNWOMEN, UNCDF, UNDP, DPKO), OSCE, ODIHR, World Bank, Think Thank/Academia, education institutions, business sector in 25+ countries

PROFESSIONAL EXPERIENCE

International Consulting with Multi-laterals since 2011

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| ▪ RDPP, European Regional Development and Protection Programme | Home-Based |
| <i>Consultant</i> , Gender Based Violence/Protection for Lebanon, Jordan, Iraq | 05/06- 2019 |
| ▪ UNWOMEN, Training Center | Home-Based |
| <i>Curriculum design</i> for the evaluation of gender trainings on GRB (HRD) | 11/2015-04/2016 |
| ▪ UNWOMEN, HQ | Home-based |
| <i>Technical Committee Member, Evaluation</i> of global call for proposals/Africa | 05-06/2015 |
| ▪ UNWOMEN, FYR Macedonia | FYR Macedonia |
| <i>Gender Expert/Trainer</i> , CSO Training on Gender responsive budgeting
Organizational /Leadership Development at Ministerial Level | 11/2014 |
| ▪ Decentralized Center for the Control of Armed Forces (DCAF) | Palestine, oPt |
| <i>Gender Expert</i> , Conference on Gender for the Security Sector | 04-06/2014 |
| <i>Lead Trainer</i> , Gender Responsive Budgeting for the Security Sector (HRD/Organizational Development) | |
| ▪ UNWOMEN, Georgia | Home based/Georgia |
| <i>Lead Trainer</i> , Gender Mainstreaming for Government Officials
Curriculum development, training facilitation and coaching on HRD | 12/2013 – 02/2014 |
| ▪ UNCDF/UNWOMEN, Global Program | Home based/Africa |
| <i>Evaluator</i> , Gender equitable local development (GELD) | 03-09/2013 |

Final Evaluation on Gender Budgeting in Local Government Reform in
Rwanda, Sierra Leone, Senegal, Tanzania, Mozambique

- **UNWOMEN, Regional Office Albania** **Home based/SEE**
Trainer/Coach, ToT Gender responsive budgeting and policy development 09/2012 - 03/2013
Curriculum development and training facilitation (OD and HRD)
- **UNWOMEN, Regional Office Georgia** **Home based/Georgia**
Lead Trainer/Coach, ToT Gender and Security 1325, Regional Training 08- 11/2012
Curriculum development, training facilitation, and further expert coaching/mentoring on the security sector
- Office for the Democratic Institutions for Human Rights (ODIHR)** **Home based**
Expert/Trainer, Development of Training Curriculum on prosecuting hate crimes 05/2012
- **Organization for Security and Cooperation in Europe (OSCE)** **SEE and Caucasus**
Consultant/Expert Gender Mainstreaming in field operations 06-12/2011
Analysis, evaluation, training and capacity support
(Bosnia, Kosovo, Serbia, Armenia, Azerbaijan, Moldova)
- **UNWOMEN, Tanzania** **Dar Es Salaam, Tanzania**
Evaluator, Midterm evaluation to UNWOMEN/EU global project 03/2011
Integrating gender responsive budgeting into the new aid modalities

TRAINING & CONSULTING BUSINESS SECTOR, AUSTRIA (EXCERPT)

- AFL, Maschinenfabrik Liezen, Austria** 10/2017-02-2018
Co-Mediator and Facilitator, Team Process
- University of Applied Sciences, Vienna** since 10/2010
Lecturer, MA studies in Entrepreneurship, Lecturer Conflict Management
- KF University, Graz** since 05/2012
Lecturer, MA studies Gender, Lecturer/Trainer,
Applied Gender Analysis and Mainstreaming in Diverse Sectors
- MSG- Mechatronic Systems Gmbh (Automotive Industry)** since 03/2015
Human Resource Development/Organizational Development specialist

Design and implementation of HRD and OD programmes in company (Programme lead), i.a. leadership and mentoring programs, mediation and conflict resolution, coaching of young and senior executives; recruiting and assessment center design and evaluation

FemTech, Gender Mainstreaming in Technology and Industry since 2013
Independent Gender Expert for advisory, coaching, and training/change management for gender equality, for the Federal Ministry for Transport, Innovation, and Technology (BMVIT)

RESIDENT ASSIGNMENTS

United Nations Capital Development Program, UNCDF/UNDP Ethiopia Governance and Human Rights Section, UNDP Project Manager/Country team leader for UNCDF Ethiopia Portfolio: Decentralization (5 projects, supervised 5 local teams), Lead on gender sensitive local development (development of 1 st One UN proposal); training, advisory and project implementation with 5 local governments, training and project implementation for GELD (Gender equitable local development) in Rwanda, Tanzania, Ethiopia	Addis Ababa, Ethiopia 02/08 - 02/10
United Nations Integrated Mission in Sierra Leone, UNIOSIL Human Rights and Rule of Law Section Human Rights Project Manager, Head of Sub-Office, Southern Region Thematic focus on implementation of 3 gender bills, training of government officials	Freetown/Bo, Sierra Leone 10/06 – 07/07
World Bank, HQ Legal Department, Legal and Judicial Reform Practice Group Project Coordinator, Justice for the Poor, Africa Section	Washington, DC, USA 02/06 - 07/06
European Training Center for Human Rights & Democratization Project Manager/Trainer, Human Rights Education Focus on right to education/rule of law for women and children, training of government officials/rule of law personnel	Graz, Austria 01/01 – 05/04

EDUCATION

Johns Hopkins University-School of Advanced International Studies (SAIS) Masters, Certificate of International Studies International Relations, Conflict Management (Africa/Middle East)	Bologna, Italy 2004-2005
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University of Graz/Faculty of Law
Master of Law
International Law/Human Rights; French, English and European Relations

Graz, Austria
1995-2003

Institut des Etudes Politiques (IEP)
Scholarship for scientific research on Constitutional Law and Minority Rights
Master Thesis on European Minority Law (grade: “with distinction”)

Paris, France
2001

University of Poitiers, Faculty of Law
ERASMUS-Scholarship
International Relations and International Law, Middle Eastern Studies

Poitiers, France
2000

FURTHER QUALIFICATION

- **Mediator**, Chamber of Commerce academy/WIFI, certified 2017, Austria, 2016/17
- **Trainer, Adult Education**, ISO-Certification, Austria, 2011
- **Systemic Coaching**, Metaforum International, Basic Course, Italy, 2010
- **Non-Violent Communication (NVC)**, Intensive International Course with M. Rosenberg, 2009.
Trainer course in NVC (TBC), Austria, 2014.

PUBLICATIONS

UN WOMEN Georgia; Verena Lahousen and Irina Zhvania, “A manual on gender mainstreaming for policy makers in Georgia”, publication and translation into Georgian, 2014.

UNCDF/UN WOMEN; Hans Olsen and Verena Lahousen, “Final Evaluation of Gender equitable local development programme (GELD) 2008-2013”, UNCDF publications, available online, 2013.

UN WOMEN Cross- Regional Programme on Women, Peace, and Security. Graziella Piga and Verena Lahousen., et al., “Advancing Gender Equality through CEDAW and UN Security Council Resolution 1325”, 2nd edition, first publication in English/Russian, Georgia, 2013.

Commonwealth Journal of Local Governance. Ronald McGill et al, “A Human Rights Approach to Localizing the MDGs through a gender equitable local development (GELD)”, published online, 2010, Vol. 4. On human rights.

International Human Security Network of Foreign Ministers. Austrian Chair at the Human Security Council, Manual on Human Rights Education, Understanding Human Rights, “Religious Freedoms”, Manz Crossmedia, Wien, 2004.

European Fund for Refugee Education and Employment, Report of Austria. Christoph Weritsch/ Gerlinde Taferl/ Florian Reininger/ Verena Lahousen, “Refugees Contribution to Europe – A Feasibility Study on the Establishment of a Fund for Refugee Employment and Education (FREE) in the European Union”, OCIV, Bruxelles, 2002.