

# Catherine Widrig Jenkins

## Curriculum Vitae



Date of birth: October 24, 1975  
Civil status: Married, 2 children  
Nationalities: Swiss and Belgian, Permanent Resident in South Africa  
Qualifications: Master of Laws in International Law (LL.M.), Lic. iur. (Swiss Law Degree)  
Universities of Cape Town, South Africa and Berne, Switzerland  
Occupation: Knowledge and Change Management Consultant and Facilitator  
Company: IngeniousPeoplesKnowledge Consultants CC, Heritage House, 20 Dreyer Street, Claremont, Cape Town, South Africa  
Domicile: 7 Mauritius Close, 7975 Capri Village, Cape Town, South Africa  
Mobile phone: +27 (73) 387 73 69  
Landline: +27 (21) 785 33 01  
Skype: catherinewidrig  
E-Mail: catherine.widrigjenkins@i-p-k.ch

### Key Qualifications & Skills at a Glance

- ❖ **Knowledge and Change Management:** vast experience with various approaches, tools and techniques; good knowledge of complexity theory relating to adaptive living systems; profound practical experience with design and implementation of inclusive knowledge and change management processes/strategies.
- ❖ **Facilitation and Coaching:** rich experience with live and long-distance facilitation of events and processes; outstanding knowledge of large group intervention methods such as Real Time Strategic Change, Open Space Technology, World Café; and other facilitation methodologies such as Fish Bowl, Round Robin, Appreciative Inquiry, Peer Assist, After Action Review, Joint Mind Map.
- ❖ **Strategy Development:** strong analysis skills and vast experience with development of short and long term organisational strategies.
- ❖ **Human Rights:** excellent knowledge of the international human rights framework; international criminal law; humanitarian law; international protection of refugees; transitional law. Focus areas: human rights based approach to development (programming); socio-economic rights; the right to information; right to development; rule of law; good governance; democratic/federal state systems; decentralisation; constitutional conflict resolution mechanisms in multicultural societies.
- ❖ **Development Co-operation:** Extensive experience in the field of development practice; issues around policy formulation and implementation; stakeholder relations.
- ❖ **Research Skills:** academic and policy-applied research leading to publications, discussion papers, legal opinions for development practitioners.
- ❖ **Project Management Skills:** extensive experience with project management (design, proposal, budget drafting and oversight, implementation, monitoring and evaluation, fundraising).
- ❖ **Personal Skills:** .

## Professional Experience

2007 to date

### KNOWLEDGE AND CHANGE MANAGEMENT

#### Independent consultant

*IngeniousPeoplesKnowledge*, Cape Town & Zurich

- Consulting & Coaching: assist organisations in designing and implementing knowledge generation and sharing strategies that are owned and driven by the organisation and its stakeholders; monitoring and evaluation of such initiatives (e.g. coaching mandate for HEKS, a large Swiss development co-operation NGO).
- Design of Knowledge and Change Management processes: assist clients with design of processes that are inclusive (representative of all stakeholder groups) based on “whole system” theory and take into consideration prerequisites needed to achieve change based on “complexity” theories; ensure that events lead to action by including action plan drafting, organisation and personal commitment elements (e.g. mandate for BioVision an important Swiss NGO in the field of organic farming).
- Strategy Design and Implementation: assist clients with strategy formulation and action plans for implementation and monitoring thereof (e.g. 6 month consultancy for Media in Education Trust leading to a new Human Rights Based Strategy and Action Plan).
- Facilitation of Knowledge and Change Management events: facilitation of small and large group interventions such as Real Time Strategic Change; Open Space Technology; Appreciative Inquiry; and World Café (e.g. Knowledge Sharing and Gender Workshop for ILO Geneva).
- Training: skill transfer of Knowledge and Change Management tools and methodologies as well as the concept of a Human Rights Based Approach to Development.

2007 to date

### LAW, HUMAN RIGHTS AND DEVELOPMENT

#### Independent consultant

*IngeniousPeoplesKnowledge*, Cape Town & Zurich

- Consulting & Coaching: assist organisations in any form of human rights related process (e.g. reformulation of mission statement to reflect HRBA re-orientation; integrating HRBA in an organisation’s strategic planning; programming; and project design)
- Facilitation & Training: tailor-made HRBA workshops and courses to suit specific requirements of organisations in terms of content, rights concerned in its field of activity and number of participants
- Legal Opinions and Policy Analysis: application-friendly synthesis of international and national human rights standards, tools and practice for practitioners with no legal knowledge

2002-2003

#### Research Fellow/Project Manager

*International Research and Consulting Centre (IRCC)*, Institute of Federalism, University of Fribourg, Switzerland

- Management of projects in Switzerland and abroad, mandated and funded by the Swiss Federal Department of Foreign Affairs and the Swiss Agency for Development and Cooperation (SDC).
- Project proposals and budgets; study tour programme design and logistical planning; implementation and evaluation of projects in Switzerland and abroad; policy-oriented research.
- Study tours and conferences for foreign official delegations including the facilitation of workshops on various topics (mainly Swiss multicultural federal state system and its democratic constitutional principles; good governance; rule of law; decentralization and development; conflict resolution in multi-cultural societies).
- Management of the SDC Mandate on “Good Governance and Conflict Resolution in Multicultural Societies” consisting of 50 projects running in a three-year cycle and preparation of its organ meetings in liaison with the SDC Governance Division.
- Networking with partner institutions and organisations in Switzerland and abroad.

- Specific Projects: Exchange Programme between Chinese and Swiss Legal Practitioners; Peace Conference on 'The Role and Relevance of Transitional Arrangements in Negotiating a Political Settlement in Sri Lanka'; Research project 'Political Party Conflicts in Africa and New Partnerships in SADC'; Research and publication 'New Trends and Emerging Challenges in Federalism'; Consultancy project 'Strengthening the Regional Inter-Tajik Dialogue'; several study tours to Switzerland for Chinese, Bhutanese and Sri Lankan official delegations.

2000

#### **Intern**

*Human Rights Committee (HRC), NGO, Cape Town, South Africa*

- Monitoring of the implementation of the 'Promotion of Access to Information Act';
- Research on 'socio-economic rights' and the 'right of access to information';
- Research project proposal on „Access to Information and the Right to Development of Rural and Peri-urban Women“.

2000

#### **Intern**

*Lawyers for Human Rights, NGO, Stellenbosch, South Africa*

- 'Security of Farm Workers Project';
- 'Course on Human Rights and Conflict Management'.

1998-1999

#### **Intern**

*Editor's Office of the Federal Swiss Parliament, Berne, Switzerland:*

- Proof-reading of federal legislation German-French / French-German;
- Administrative tasks.

### **ARTS AND CULTURE**

2006-2007

#### **Fundraising and Donor Relations Executive**

*Cape Town Opera, Cape Town, South Africa*

- Management and co-ordination of all fundraising efforts for artistic productions; chorus and studio; outreach and education programmes. Project proposals, funding applications, sponsorship appeals and reporting related thereto. Development and administration of Patron Scheme and Endowment Trust Fund. Networking with existing and sourcing and securing of new local and international funding agencies, corporate sponsors and individual donors.
- Development and implementation of innovative fundraising concepts, concerts and special events.

2006

#### **Interim Office Manager**

*Pro Helvetia Liaison Office South(ern) Africa (Swiss Arts & Culture Council), Cape Town, South Africa. Contract position*

- Managerial Tasks: staff management; communication with Pro Helvetia Headquarter Divisions in Zürich, the Swiss Agency for Development Cooperation in Pretoria and other relevant Swiss representations in SADC; networking with South African and foreign Arts & Culture institutions and donors in SADC; management and oversight of annual office and project budget; programming and reporting.
- Project Management: administration of funding proposals (including assessment and selection); co-production of projects in South Africa and SADC (mainly Theatre, Dance, Visual Arts, Photography and Film); networking in SADC (mainly Mozambique, Angola, Namibia, Botswana and Zimbabwe) and Switzerland.

### **TOURISM**

2005

#### **Senior Travel & Tour Executive**

*Kobo Safaris (Spanish Tour Operating Company in Southern Africa), Cape Town, South Africa*

2004-2005

- Quoting and booking of tourism services in Southern Africa; daily communication with clients and travel agencies in Spain and South America; negotiation of rates and operation monitoring for incentive groups of up to 400 passengers.

#### **Specialist Tour Consultant**

*Abercrombie & Kent Southern Africa* (American International Tour Operating Company), Cape Town, South Africa

- Booking of touring services for French individual travelers and groups; oversight and quality control of touring activities; proposals and quotations for Cruise Ship Agents (shore excursions; passenger turnaround; pre and post overland packages); operation and supervision of shore activities in all major Namibian and South African ports.

### **Post-Secondary Education**

2001-2002

#### **Master of Laws in International Law (LL.M.) at University of Cape Town, South Africa**

- International Criminal Law and Transitional Law, LL.M.-Thesis on 'Justice for East Timor: Dealing with the Aftermath of the 1999 Referendum'
- LL.M. Assignments on International Protection of Human Rights and Humanitarian Law ,The Global Ban Movement: An Example of a Successful Partnership between NGOs and Governments in International Law-making'; International Refugee Law and Immigration Law ,Prohibited to Work: The Duty to Respect and Protect Socio-Economic Rights of Asylum Seekers in South Africa'; International Criminal Law ,Crimes Against Humanity: The Evolution of the Concept and Its Expected Future Development'; Transitional Law 'An Examination of Past Human Rights Abuses in Burma and How They Ought to Be Dealt With in a Future Burma: In Particular Forced Labour'

1995-2000

#### **Licentiata iuris (lic.iur.) (Swiss LL.B. Law Degree) at University of Berne, Switzerland**

- Swiss Private, Criminal and Public Law
- General Principles of Constitutional Law and Constitutional History
- Roman Law
- History of Law
- Swiss Tax Law
- International Law
- International Private Law
- Swiss Debt and Insolvency Law
- Swiss Juvenile Criminal Law
- Criminology
- Thesis in Swiss Family Law: The Position of Fathers in Child Care

1980-1995

#### **Matura, Swiss High School Completion at Gymnasium Lerbermatt, Switzerland**

- Major: German, French, English, Spanish
- Minor: History, Mathematics, Physics, Chemistry, Biology, Geography, Geology, Fine Arts, Sports

### **Further Education**

2009

Berlin Open Space Cooperative 'Open Space Technology Training'

2008

Human Rights Education Associates 'Online Course in Rights-based Programming'

2003

Swiss Agency for Development and Cooperation 'Course on Project Monitoring and Evaluation', Switzerland

2002

Institute of Federalism Summer University on 'Federalism, Decentralisation and Good Governance', Switzerland

2000

Lawyers for Human Rights 'Course on Human Rights and Conflict Management', South Africa

## Field Missions

2009	<b>Switzerland:</b> Geneva: Facilitation of a Real Time Strategic Change Workshop at the International Labour Organisation's Headquarters
2009	<b>Italy:</b> Turin: Facilitation of the International Training Centre of the International Labour Organisation's Strategic Planning Retreat for Senior Management
2008	<b>Kenya:</b> Nairobi: Facilitation of an Open Space Technology Planning Platform
2008	<b>Italy:</b> Turin: Facilitation of Gender and Knowledge Sharing Workshop at the ILO International Training Centre
2008	<b>South Africa:</b> Several Trips to Durban to conduct HRBA, Knowledge and Change Management Training modules and an RTSC event
2006	<b>South Africa, Mozambique and Switzerland:</b> Johannesburg, Grahamstown, Maputo and Zuerich to represent the Swiss Arts Council Southern Africa Office at Festivals, Exhibition Openings and other relevant events.
2004-2005	<b>South Africa and Namibia:</b> Several trips to Swakopmund, Cape Town, Port Elizabeth, East London, Durban and Richards Bay to execute and oversee Cruise Line Shore Excursions and Operations
2003	<b>Tadjikistan:</b> Meetings to identify potential government and international partner organisations and methods of project collaboration on "Strengthening the Regional Inter-Tajik Dialogue".
2003	<b>China:</b> Member of an official Swiss Delegation participating in a Study Tour on 'Mediation Mechanisms in the Chinese Legal System' by the Chinese Department of Justice (Beijing, Yinchuan and Fuzhou).
2003	<b>South Africa:</b> Meetings to assess potential new project partners in the fields of democracy, intergovernmental relations and good governance and elaborate possible joint programmes (Pretoria, Johannesburg and Cape Town).

## Other Qualifications

### Languages

	Speaking	Reading	Writing
German	mother tongue	mother tongue	mother tongue
English	excellent	excellent	excellent
French	excellent	excellent	excellent
Spanish	good	good	good
Dutch/Afrikaans	good	good	fair
Italian	basic	basic	none
Portuguese	basic	basic	none

### Translation and Interpreting Skills in first and second languages

- Translation of legal as well as policy and project related documents
- Interpreting at court hearings, workshops, international conferences and (official) visits of foreign delegations

### Information Technology Skills

Very good knowledge of Microsoft Office (Outlook, Word, Excel, Power Point), Skype and internet; very good knowledge of company-specific software programmes (Travel Studio, Absidion).

## Publications

Institute of Federalism Discussion Paper:

**'Contemporary Diversity versus Swiss Federalism'**, September 2003.

University of Cape Town, South Africa, LL.M. Thesis in International Criminal Law and Transitional Law:

**'Justice for East Timor: Dealing with the Aftermath of the 1999 Referendum'**, February 2002.

Human Rights Committee - Publication:

**'HRC Quarterly Review: Social and Economic Rights in the Western Cape'**, November 2000.

Cape Town, March 2010