

Name	:	JENS VESTGAARD
Nationality	:	Danish
PROFESSION AND KEY QUALIFICATIONS	:	<ul style="list-style-type: none"> • Teaching: Formal training at University and College levels, • Consulting: Business development, Strategy, Recruitment, Capacity Building, International and Corporate HRD/HRM, Leadership development, Organisational development, Project design and management, Training and Learning, • Facilitating: Organisational Change Processes, Workshops, Conferences, Meetings.
EDUCATION AND SELECTED TRAINING	:	<ul style="list-style-type: none"> • M.Ed., Master of Education / HRD, Danish University of Education, Copenhagen, Denmark, 2004. • Coaching Based Leadership Programme, Certified Coach, The Coaching Company, Hørsholm, Denmark, 2004-2005 • EU Diploma – Managers’ Training Programme, MTP 8, The EU-Japan Centre for Industrial Co-operation: Management, Tokyo, Japan, 1991. • M.Sc. Economics and Public Administration (Cand. Scient. Pol.), 1985, University of Aarhus, Denmark. • M.A. Political and Social Science (Cand. Phil. Samfundsfag), 1985, University of Odense, Denmark. • Diploma, UN Graduate Study Programme, 1980, Palais de Nations, Geneva. • Diploma, Applied Computer Technology for Social Sciences, University of Essex, 1979, UK. • Diploma, Political Science and History, University of North Carolina, 1975-76, USA. • Danida English Proficiency Test, 1981 (A), • Cambridge Certificate of Proficiency in English, 1978
EMPLOYMENT RECORD	:	
2007 - present	:	Consultant, The Skills and Capacity Company, Copenhagen, Denmark: <ul style="list-style-type: none"> • Business development • Development of strategies • Recruitment • Capacity Building • International and Corporate HRD/HRM • Leadership development • Organisational development • Project design and management • Training and Learning
2009 - present	:	Lecturer, Niels Brock, Ledelsesakademiet, Copenhagen, Denmark, teaching: <ul style="list-style-type: none"> • Diploma in Leadership and Management • Diploma in International Trade and Marketing • Training and courses at The Leadership Academy
1988 - present	:	Lecturer (Ekstern Lektor), Copenhagen Business School, Copenhagen, Denmark: Institute of Organisation: International Courses in English: <ul style="list-style-type: none"> • Organising Global Business and Marketing • International and Corporate HRD Strategies • Organisational Behaviour
2008 – 2009	:	Lecturer (Ekstern lektor), Copenhagen University College of

		<p>Engineering (Center for Videreuddannelse), teaching:</p> <ul style="list-style-type: none"> • Human Resource Management, DJØF Diplomkursus i ledelse • Projektledelse – metoder og værktøjer (PMV), Diplomkursus • Ledelse og organisation (LEO), Diplomkursus
2007	:	<p>HR-Director, Copenhagen Development Consulting A/S, Copenhagen, Denmark:</p> <ul style="list-style-type: none"> • HRM and HRD Strategies • Development and align HR systems to business strategies • Develop and negotiate compensation and benefit packages HRM and HRD Strategies • Development and align HR systems to business strategies • Develop and negotiate compensation and benefit packages • Managing representative offices, subsidiaries, partner and agent networks • Managing the international project bidding activities • Project development, candidate search and selection • Perform as Project Director and Project Manager
2005-2006	:	<p>Business Development Manager, Copenhagen Development Consulting A/S, Copenhagen, Denmark:</p> <ul style="list-style-type: none"> • Develop and implement Business Development Strategies – selling projects within HR, training, capacity building and organisational development • Project development, candidate search and selection • Manage representative offices, subsidiaries, partner and agent networks • Negotiate and contract international assignments • Manage the international project bidding activities • Perform as Project Director and Project Manager
2001-2005	:	<p>Head of Department for HRD and Capacity Building, Carl Bro International (CBI), Carl Bro A/S, Denmark:</p> <ul style="list-style-type: none"> • Development and promotion of Departmental HR and Education project portfolios • Management of staff, mobility and project operations • Project development, candidate search and selection • Development and align HR systems to business strategies • QA Manager • Responsible for cross-cutting HRD initiatives, talent development within CBI
2004-2005	:	<p>Chairman of the Board, Carl Bro Representative Office, Moscow, Russia:</p> <ul style="list-style-type: none"> • Development of Company project portfolio • Project intelligence gathering for the Carl Bro Group • Networking with partners and consultants in Moscow • Management of staff • QA - and Business Integrity Manager
2003-2005	:	<p>Chairman of the Board, Carl Bro S.A., Brussels, Belgium:</p> <ul style="list-style-type: none"> • Development of Company project portfolio • EU intelligence gathering for the Carl Bro Group • Networking with partners and consultants in Brussels • Management of staff • QA Manager on selected projects
1999-2001	:	<p>HR Director, Kampsax A/S, Copenhagen, Denmark</p> <ul style="list-style-type: none"> • Developing, strengthening and align the HRD systems and function to corporate level strategies for all business areas and Divisions (approx. 600 employees) – International Consultancies,

		<p>Consulting Engineering, Mapping and GIS, CAD/CAM</p> <ul style="list-style-type: none"> • Develop and negotiate compensation and benefit packages • Responsible for expatriation processes and staff mobility • Talent development and management training • Managing the HRD Division (Personnel Section (incl. library services), Training Section, Economics and Organisational Development Section, Kampsax Recruitment Services Section and Quality Assurance (ISO 9000-2000 standards))
1990-2001	:	<p>Chairman of the Board, Kampsax Representative Office, Brussels, Belgium:</p> <ul style="list-style-type: none"> • Development of Company project portfolio • Project intelligence gathering for the Kampsax Group • Networking with partners and consultants in Brussels • Management of staff • QA - and Business Integrity Manager
1989-1999	:	<p>Head of Department of Planning, HR and Economics, Chief Economist and Institutional Planner, Kampsax International A/S, Copenhagen, Denmark:</p> <ul style="list-style-type: none"> • Development, promotion and management of Departmental project portfolio and staff within HR, organisation and finance • Capacity Builder on in-house Seminars on Project Cycle Management and Quality Control • Technical supervision, monitoring and quality control of projects • Research and development, management, planning and institutional modelling • Project development, design and proposal writing • Project back-stopping, monitoring and administration
1988-1989	:	<p>Counsellor, Ministry of Foreign Affairs, Danida, Copenhagen, Denmark. Counsellor at the Evaluation Unit:</p> <ul style="list-style-type: none"> • Preparing, organising and conducting project, sector and thematic evaluations in all areas and sectors of Danida's involvement.
1987	:	<p>Project Manager (CTA a.i.) for a UNDP/UNIDO Institution Building Project within the Ministry of Trade and Industry, Sierra Leone: Industrial Development, Promotion and Planning:</p> <ul style="list-style-type: none"> • The project aimed at strengthening the Industrial Development Department to increase its capabilities within national as well as sector based industrial policy planning and formulation, policy implementation and M & E, project preparation and finance, feasibility, business plans and appraisals
1984-1987	:	<p>UNDP/UNIDO, Sierra Leone. JPO with responsibilities within:</p> <ul style="list-style-type: none"> • Economic, financial and technological project feasibility analysis, preparation of business plans, sector and country planning, manpower survey, planning and forecasting, industrial training and curriculum development
COUNTRIES OF WORK EXPERIENCE	:	<ul style="list-style-type: none"> • Africa: Sierra Leone, Liberia, Ghana, Kenya, Uganda, Zimbabwe, RSA, Zambia, Tanzania, Lesotho, Mozambique • Asia: Vietnam, Pakistan, India, Bangladesh, China, Thailand, Malaysia, Philippines, Japan, • Eastern Europe: Ukraine, Poland, Latvia, Lithuania, Russia, Slovenia, Slovakia • E.U.: Sweden, Finland, Germany, Holland, Belgium, Austria, UK, Ireland, Italy, France, Norway

		<ul style="list-style-type: none"> • Middle East: Israel, Palestine, Turkey • Americas: USA, Guiana 			
LANGUAGES	:		Speaking	Reading	Writing
		English German French Danish	Good Poor Poor Mother tongue	Good Fair Poor	Good Poor Poor
Publications	:				
2004		<ul style="list-style-type: none"> • Vestgaard, Jens: Can Technical Assistance be used to Develop Local Competence? Master Thesis submitted at The Danish University of Education, June 2004. 			
2004		<ul style="list-style-type: none"> • Vestgaard, Jens: Why have the many Reform Initiatives over the past decade aimed at improving TA Efficiency and Effectiveness only had Incremental Impact on the TA Concept and the TA Practices? Paper submitted at The Danish University of Education, January 2004. 			
2003		<ul style="list-style-type: none"> • Vestgaard, Jens: "Fra SWOT-analysen til fastlæggelse af mål", article in Jens Graf et. al.: Forretningsplanen – Håndbog for SMV'ere og iværksættere, Forlaget SMV-litteratur, August 2003 			
2003		<ul style="list-style-type: none"> • Vestgaard, Jens: "Vurdering af mine forretningsmæssige muligheder – SWOT-analysen", article in Jens Graf et. al.: Forretningsplanen – Håndbog for SMV'ere og iværksættere, Forlaget SMV-litteratur, August 2003 			
2003		<ul style="list-style-type: none"> • Vestgaard, Jens: An Analysis of the use of Technical Assistance for Organisational Learning and Change within Development Programmes and Projects based on a selected number of Learning Theories, Paper submitted at The Danish University of Education, June 2003. 			
2002		<ul style="list-style-type: none"> • Vestgaard, Jens: Learning within the Danida Fellowship Centres (DFC) Tailor-made Training Courses in Denmark, Paper submitted at The Danish University of Education, December 2002. 			
2002		<ul style="list-style-type: none"> • Vestgaard, Jens: The HRD Pearl Chain: Servicing the Strategic Corporate HRD Function through the Intranet. Træfpunkt, Human Resource, October 2002, Copenhagen 			
2002		<ul style="list-style-type: none"> • Vestgaard, Jens: Technical Co-operation and the Role of Consultants; Paper submitted at the Launch of the UNDP Report: Capacity for Development: New Solutions to old Problems, UN House, Copenhagen 27.05.2002 			
1999		<ul style="list-style-type: none"> • Vestgaard, Jens: "Additionality of the Trans-European Transport Network (TEN-T) – Strategic Policy Implications related to Programme Renewal based on a Subjective, Formative Approach to Programme Performance and Evaluation", Paper submitted at University of Ålborg, Denmark, Trafikdage på AUC, August 1999 			
1998		<ul style="list-style-type: none"> • Vestgaard, Jens: "From Marx to Management" – Capacity Development for Senior Managers in Kaliningrad, Russia, Tacis Programme, Article published in Erhverv og U-lande, no 5/6, May 1998 			
1996		<ul style="list-style-type: none"> • Vestgaard, Jens: "A critical assessment of Entrepreneur Interests in BOT Concessions", an input given at a Conference on Alternative Financing and Organisation of Transport Infrastructure Projects in Denmark, Transportrådet (Advisory Council for the Danish Parliament), Copenhagen, November 1996. 			

1996	<ul style="list-style-type: none"> • Vestgaard, Jens: "International Experience with Contractor Driven BOT Concessions, Strategic Transport Planning", Paper submitted at University of Ålborg, Denmark, August 1996.
1996	<ul style="list-style-type: none"> • Vestgaard, Jens: "Contractor Driven BOT Concessions, Strategic Transport Issues", IVBH Congress (Working Group IV): Copenhagen, June 1996.
1996	<ul style="list-style-type: none"> • Vestgaard, Jens: "Styrkelse af det industrielle samarbejde mellem de skandinaviske EU-lande og Israel", paper submitted at The OPEC- and Middleeast Club, The Federation of Danish Industries, Copenhagen May 1996.
1995	<ul style="list-style-type: none"> • Vestgaard, Jens: "System for Safe Management of Products in St. Petersburg City and the Leningrad Region, Organizational and Financial Aspects", paper given at a Conference organized by Lencomecology, supported by The Danish Ministry of the Environment, St. Petersburg, Russia, May 1995.
1994	<ul style="list-style-type: none"> • Vestgaard, Jens: "Post-evaluation on Expressway Projects in China", input at World Bank Sponsored Seminar, The Danish Road Directorate, Copenhagen, 1994.
1994	<ul style="list-style-type: none"> • Vestgaard, Jens: "Information needs and procurement opportunities for Finnish Businesses on EU projects in third countries". Paper given at a Conference for The Private Sector in Finland on EU Procurement Opportunities by The Finnish Ministry of Foreign Affairs, Helsinki, Finland, December 1994.
1989	<ul style="list-style-type: none"> • Vestgaard, Jens; Whyte, Susan Reynolds; Michaelson, Kim Fleischer; Vagnby, Bo; Yambo, Mauri: Evaluation of the Family Life Training Programme, Ministry of Culture and Social Services, Kenya, Danida 1989, 93p.
1987	<ul style="list-style-type: none"> • Vestgaard, Jens: "Assessment of the Need for Institutional Finance for Development and Promotion of Small-and Medium-Scale Industrial Enterprises in Sierra Leone". UNIDO, Sierra Leone. 1987.
1986	<ul style="list-style-type: none"> • Vestgaard, Jens: "Rural Blacksmiths and Farm Implements in Sierra Leone: An Assessment of Production and Marketing Conditions". UNIDO, Sierra Leone. 1986.
1986	<ul style="list-style-type: none"> • Vestgaard, Jens: "The Relevance of the SSI Experience in Ghana for Sierra Leone", UNIDO, Sierra Leone, 1986.
1986	<ul style="list-style-type: none"> • Vestgaard, Jens and Alemayehu M.: "Development of the Oil Palm Sector in Sierra Leone within the greater Mano River Union Area", UNIDO, Sierra Leone, 1986.
1985	<ul style="list-style-type: none"> • Vestgaard, Jens: "Multilateral Aid as Danish Foreign Policy Instrument", University of Aarhus, Denmark. 1985.

