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## Curriculum Vitae Niels Rump

### Personal Profile

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Present Position: Partner and Senior Consultant, KEK-CDC Consultants

Academic Qualifications: Master of Science in Biology (University of Geneva, Switzerland)  
Master of Science in Agronomy (University of Algarve, Portugal)  
Master of Advanced Studies (MAS) in Human Systems Engineering (University of Applied Science Western Switzerland)

Nationality: Swiss

Date of Birth: April 2, 1963

Languages: French, English, German, Portuguese, Spanish

### Areas of Expertise

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- **Leadership and organizational development:** Coaching and support for leaders, managers and organizational committee members; governance issues; participatory management; multi-stakeholder project structures, leadership and motivation; knowledge development and management, empowerment and capacity building of teams.
- **Multi-stakeholder and participatory approaches:** interactive innovation, facilitation of participatory processes, strategies and methods, coaching and moderation of large groups and conferences, moderation of online platforms (e-facilitation) and webinars.
- **Capacity building:** training and coaching of trainers, design and coordination of training programs, design and implementation of customized training, development of course materials; e-learning.
- **Project management:** training and coaching of project managers, Outcome Mapping and Outcome Harvesting.
- **Rural development and agricultural consulting:** analysis and development of agricultural knowledge and innovation systems (AKIS); strategy and methodology, development of actors' skills.

### Working Experience Abroad

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Albania, Balkans, Belgium, Benin, China, France, Georgia, Hungary, Ireland, Lithuania, Netherlands, United Kingdom

### Recent projects

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- Conducting a process analysis of selected Senegalese labor inspectorates, Deutsche Gesellschaft für Internationale Zusammenarbeit (**GIZ**) GmbH, 2022
- Facilitation of the national consultation workshop for the NABB program, **Movetia Foundation**, Federal Department for Culture, 2022
- Support for the drafting of an offer for the project " Piloting of cooperative training programs in agriculture and the renewable energy sector " **Swisscontact** Benin, 2021

- Organizational development process and workshop "Raison d'être" **Ferme de Ste Luce**, collective farm, 2021
- Evaluation of the New Regional Policy NPR State Secretariat for Economic Affairs **SECO** Switzerland, 2021
- Facilitation of the seminar "Healthy soil for healthy Europe" **EIP-AGRI** Service point June 2021 (in English, online), 2021
- Feasibility Study TVET Development Program in Handicrafts **Presidency of Benin**, 2020
- Policy Brief "Optimizing Public Employment Services to Strengthen the Resilience of Labor Markets to the COVID Crisis in Africa and MENA Countries"- YouMatch, Global Initiative on Innovative Employment Services for Youth - **GIZ**, 2020
- Design and facilitation of 5 interactive **DC-dVET** webinars, 2020
- Organizational development process in support of the **SWISSAID** Foundation Board and Steering Group Bern, 2019-2020
- Facilitation of the Donor Conference for dual Vocational Education and Training **DC dVET** Tbilisi, Georgia, 2019
- Board member and responsible for the work package **i2connect** H2020 project "Connecting advisors to stimulate interactive innovation <https://i2connect-h2020.eu/>
- Facilitation of the workshop "Cropping for the future" **EIP Agri** Service point Almere (NL) in English, 2019
- Mediation and facilitation of the process of change of **direction of Bio-Vaud** (CH), 2019
- Coaching of the project team on multi-stakeholder and participatory approaches, **PHR Project**: "Local food consumption in the Lake Geneva metropolis", 2017-2019
- Facilitation of the West Africa regional financial seminar Swiss Cooperation Office **SDC** in Benin, 2018
- Workshop on the Future "En route to 2025" 2 days of reflection for the **AGRI** Journal Committee, Benin, 2018
- Facilitation of the reflection day "Which agricultures for tomorrow?", **University of Lausanne**, 2017
- Facilitation Mutual learning workshops **PEACE-Alps Interreg project**, 2017
- Facilitation "Building Trust Seminar" VECO (international) [rikolto.org](http://rikolto.org), Brussels, 2016
- Moderation of the workshop of the education and training thematic group of the West Africa Division (DAO) Swiss Cooperation Office (**SDC**) in Grand Popo, Benin, 2016
- Moderation of the Annual Congress of the Schweizerische Akademische Gesellschaft für Umweltforschung und Ökologie (saguf) [saguf.ch/fr](http://saguf.ch/fr) 2016: Urban agriculture - an impulse for a sustainable transformation of city and countryside, 2016
- Moderation of the strategy day **Pays Romand, Pays Gourmand**, [paysgourmand.ch](http://paysgourmand.ch), 2016
- Process of elaboration of the statutes and moderation of the Foundation workshop Interprofession Viande Genève Région Terre Avenir (**GRTA**), 2015
- Moderation of the dialogue workshop "participatory research" **Scientific Congress on Organic Agriculture: Eberswalde**; facilitation in German, 2015
- Organizational development process, coaching of the executive committee and the president. **Bio Geneva**, 2014
- Moderation of the World Café "Regulation review, which direction to go?" 7th **European Organic Congress**, Vilnius, Lithuania, in English, 2013
- Researcher in the European research project SOLINSA, design and moderation of the five training workshops in Brussels (B), Frick (CH), Paris (F), Dabas (HU), Bristol (GB) and moderation of the final conference in Brussels, moderation course for the members of the [solinsa.org](http://solinsa.org) consortium. In English, 2011-2013
- Coaching of the project team and moderation of the inaugural conference and World Café. Action plan for organic agriculture in the **Canton of Fribourg**, 2012
- Design and moderation of several Crowdsourcing World Cafés, participative production of solutions for a 2000 Watt society, valorization of results. **Romande Energie SA**, 2010
- Coaching of the merger process and organizational development. Moderation of negotiation sessions **Interprofession du Vin et de la Vigne**, Geneva (IVVG) Switzerland, 2009

- Organizational development coaching, design and moderation of a World Café for strategic development. **Interprofession Suisse du Vin**, 2008
- Organizational development coaching, design and moderation of a workshop on the future (Future Search Conference), **Swiss Federation of Winegrowers**, 2007
- Trainer and consultant for the LEADER II program, **Associação InLoco**, Portugal, 1995-2005

### Selection of courses and workshops given

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- Train the trainer courses "i2connect Interactive Innovation Advisor" 5 day course several editions Lyon (F) and Dublin (IRL) Landshut in Bavaria (D) **i2connect EU project H2020**, 2020-2021
- Training "Deepen your skills as a counselor". 8 days for **agricultural advisors Switzerland** (in German and French), 2007-2019
- Formations "La modération un art qui s'apprend" Stage de 5j, nombreuses éditions pour divers publics : Bureau de la coopération Suisse en Chine à Beijing **DDC** (en anglais) Bureau de la coopération Suisse à Cotonou au Bénin ; Bureau de la coopération Suisse à Tirana en Albanie (en anglais) ; **Helvetas** Pemba Mozambique, (en portugais). Le consortium de chercheurs européens SheepNet (en anglais) Chercheur dans le projet européen **FOCUS BALCAN** (en anglais), etc., 2007 – 2018
- Training "Moderation, an art that can be learned" 5-day course, numerous editions for various audiences: Office of Swiss Cooperation in China in Beijing **SDC** (in English) Office of Swiss Cooperation in Cotonou in Benin; Office of Swiss Cooperation in Tirana in Albania (in English); **Helvetas** Pemba Mozambique (in Portuguese). The SheepNet consortium of Euro-pean researchers Researcher in the European project **FOCUS BALCAN**, etc., 2007 - 2018
- Training "Piloting your organisation" / "Ihre Organisation in die Zukunft leiten" 3 days for leaders of rural organisations. Several editions (in French and German), 2015 - 2016
- Training Courses for Innovation Partners Training Design: [Training Course Solinsa](#). Paris, 2013
- Plant protection in organic farming / Introduction to sustainable agriculture / Soil fertility in organic farming - Instituto Superior de Agronomia, University of Lisbon; University of Algarve / University of Madeira, Portugal. Training course leader, 2001 - 2006

### Professional Experience

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2007 –2019	Member of the Executive and Group Leader, Training and Agricultural Extension Supervision of the team of trainers, accompaniment of the heads of cantonal extension services and agricultural organizations; researcher and expert in the framework of EU projects; responsible for the continuous training program for rural advisors, responsible for quality assurance - training and ISO 9001 and ISO 29'990 certification, AGRIDEA, Development of Agriculture and Rural Areas, Switzerland 2000 - 2006 Co-Director of the cooperative of transformation and commercialization of organic agriculture products Urze, Produtos de Agricultura Biológica, Urze, Portugal
1989 – 2006	Owner-manager of an organic vegetable farm in the Algarve, Portugal
since 2017	Owner-manager of an organic vegetable farm located in Drôme, France
1989	INPA (Instituto Nacional de Pesquisa da Amazônia) Manaus Brazil; soil fertility in tropical forests, Brazil
1988	Baobab Farm" Mombasa Kenia; biological control in mango production and fish farming, Kenia

## Continuing education

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- Accompanying change, Agridea course, 2018
- Basics of mediation, Agridea course, 2018
- Basic Course Hypnosystemic Concepts avec Gunther Schmidt, Metaforum Summercamp Abano, 2018
- SensMaker®, Cognitive-Edge The Cynefin C° - Foundation Course (online), 2018
- Leader-Sustainer-Cooperative Course, University of We, 2016
- CAS Coaching and communication, NLP practitioner, HEIG-VD Yverdon-les-Bains, 2012
- Training as an adult educator (FSEA equivalent in Portugal), 1999

## Volunteer

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- Brücke – Le Pont, member of the project committee, since 2020

## Selection of publications

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- R. Home & N. Rump: Evaluation of a Multi-case Participatory Action Research Project: The Case of SOLINSA, The Journal of Agricultural Education and Extension Volume 21, Issue 1, 2015 Special Issue: Learning and Innovation Networks for Sustainable Agriculture: Processes of Co-evolution, Joint Reflection and Facilitation.
- N. Rump et al: Training course concept for transition partners supporting LINSAs (2014), [http://www.solinsa.org/fileadmin/Files/deliverables/D6\\_7\\_Training\\_Course\\_Concept-140313.pdf](http://www.solinsa.org/fileadmin/Files/deliverables/D6_7_Training_Course_Concept-140313.pdf)