

CURRICULUM VITAE

1. **Family name:** GRENIER
2. **First name:** Sandrine
3. **Date of birth:** 03.09.1968
4. **Nationality:** French
5. **Residence:** Brussels, Belgium

Cellular: 0032 / (0)474 45 99 87
e-mail: sandrinegrenier.bxl@gmail.com
skype : sandrine.grenier1

6. Education:

Institution Date from - Date to	Degree(s) or Diploma(s) obtained:
College of Europe, Bruges, Belgium (Sept. 1992 - June 1993)	Master in European Community Law (L.L.M.), grade "good"
University of Paris X – Nanterre, France (Sept. 1991 -June 1992)	Postgraduate Diploma (D.E.A.) in International and European Law
University of Paris X – Nanterre, France (Sept. 1991 -June 1992)	Postgraduate Diploma (D.E.J.A. III) in German Law, grade "good"
University of Münster, Germany (Sept.1990 – June 1991)	Master in German Law (L.L.M.)
University of Paris X – Nanterre, France (Sept. 1986- June 1990)	Master in French Business Law
University of Paris X – Nanterre, France (Sept. 1986- June 1990)	Master in German Law (D.E.J.A. II)

Professional training

Training in Neuro-Linguistic Programming, Ligue de l'Enseignement, Brussels (2016)
Training in participatory governance and collective intelligence facilitation tools (sociocracy), MPE, Brussels (2016)
Training in coaching, Creative Consciousness Coaching Academy (2014-2017), Brussels/Maastricht – international certification recognized by the International Coach Federation
Training for trainers, CFIP, Brussels (2014)
Training in management, In-Progress, Brussels (2012)
Communication and media trainings, Amnesty International, London (1997), Euro-Mediterranean Human Rights Network, Copenhagen (2006)

7. Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
French	mother tongue		
English	1	1	1
German	1	2	2

8. **Membership of professional bodies:** Member of Amnesty International, the Alumni Association of the College of Europe

9. **Other skills:** IT skills (Word, Excel, Powerpoint, Outlook, internet, social networks)

10. **Present position:** free-lance Consultant, Evaluator, Trainer and certified Coach - expert in social inclusion, human rights, good governance/democracy, gender equality, migration and asylum issues, civil society, EU affairs, Eastern and Southern Mediterranean region, advocacy, evaluation of projects, training and coaching of Civil Society Organisations (CSO) and individuals.

11. **Years within the firm:** 4 years (free-lance)

12. Key qualifications:

- Over 20 years of experience in International, European and Euro-Mediterranean CSOs – in daily cooperation with local CSOs in the EU Member States, Eastern/Southern Mediterranean, African and other developing countries, including coordination of activities;
- Over 20 years of experience of relations and advocacy with the EU Institutions and EU Member States, the UN and other International Organisations as well as a large networking on sustainable development, social

inclusion, non-discrimination, democratic governance, human rights, peace-building, gender equality and migration/asylum issues;

- Over 20 years of experience in strategy development, research, policy and legal analysis, drafting and editing of reports, position papers and press releases on the above-mentioned issues, in French and English;
- Over 20 years of experience in the design, management, implementation and evaluation of projects;
- Over 20 years of awareness-raising, communication and media work;
- Over 20 years of experience on capacity development and training of CSOs, in particular on advocacy, project management and strategy development – with a participatory approach;
- Over 20 years of facilitation of strategy and reflection meetings – and 2 years with collective intelligence tools ;
- Over 20 years of experience of speeches at public meetings, seminars and conferences;
- Over 20 years of experience of (supervising) the organisation of big events, seminars and trainings (several per year);
- Over 20 years of experience working in a multicultural environment, especially with European, Eastern/Southern Mediterranean and African countries;
- 12 years of experience in senior management position and as team-leader;
- 3 years of experience in coaching at the individual, team and organisation levels

13. Specific experience in the European, developing countries and the Mediterranean region:

Country	Date
Belgium	Since 1994
United Kingdom, Ireland, Denmark, Sweden, Finland, Italy, Spain, Germany, Austria, Portugal, Greece, Luxembourg, Netherlands, Malta, Slovenia, Greece, Czech Republic, Switzerland (several short term missions)	1994 - 2013
Morocco (several short term missions)	2001-2018
Tunisia, Palestine, Israel, Lebanon, Jordan, Egypt, Turkey (several short term missions)	2001-2013
Syria, Algeria, Iraq (work outside of the countries with local human rights CSOs)	2001-2013
Burundi, DRC, Kenya, Guatemala, Colombia, Honduras, Thailand and Indonesia (work outside of the countries with local human rights CSOs)	2017-2018
Ivory Coast (short-term mission)	2018

During 24 years in NGOs and as a free-lance consultant, it has been my daily work to initiate, implement and evaluate projects with local CSOs on sustainable development, social inclusion, democratic governance, human rights, asylum/migration and gender equality issues in Europe and in the whole world and more specifically in Morocco, Algeria Tunisia, Israel, Palestine, Lebanon, Jordan, Egypt, Syria, Cyprus and Turkey. My areas of responsibilities were for instance to:

- Manage offices, teams and programmes; develop strategy and policies;
- Monitor EU and UN programmes on democratic governance, human rights, migration/asylum and gender policies;
- Design, implement and evaluate projects; do international and external evaluations of projects;
- Organise regular advocacy missions and meetings at the international level and with local and national public authorities;
- Participate to many meetings, conferences and seminars at the international level, including at the highest level;
- Do some research and drafting of reports, letters and press releases on EU social inclusion, democratic governance, human rights, gender equality, migration/asylum policies;
- Support local CSOs to develop their capacities, in particular on advocacy and on the elaboration, implementation and evaluation of projects;
- Regularly organise and supervise training seminars for CSOs in Europe and in the Middle-East and North Africa, for instance in Morocco in 2007, 2009 and 2014, Egypt in 2006 and 2013, Israel and Palestine in 2007.

14. Professional Experience

Date	Location	Company	Position	Description
Febr.2014 –present <i>For instance:</i>	Brussels	Free-lance Consultant, Evaluator, Trainer, Facilitator and Coach	Senior expert, evaluator, trainer, facilitator and coach	<ul style="list-style-type: none"> • Research, analysis and drafting of documents on EU affairs, EU social inclusion policies, EU external cooperation, governance/democracy, human rights, asylum/migration and gender equality issues • Evaluation of projects, including EU projects, on these issues • Production of training material and organisation of training seminars on capacity-building and (EU) advocacy for CSOs • Participatory facilitation of meetings and events • Life and Executive Coaching of individuals, team and organisations •
Since Sept. 2018	<i>Brussels, Rabat</i>	<i>Ministry of Foreign Affairs of Switzerland</i>	<i>Senior Expert</i>	<i>Capacity-building, organisational development, training and coaching of Moroccan Civil Society Organisations</i>
<i>April-June 2018</i>	<i>Brussels, Abidjan</i>	<i>FIACAT, WCADP, FIDH, Ditshwanelo</i>	<i>Evaluator</i>	<i>Final external evaluation of 2 joint NGOs' projects (funded by the EU and the AFD) against death penalty in Africa</i>
<i>May 2018</i>	<i>Brussels</i>	<i>IPEC</i>	<i>Facilitator</i>	<i>Co-facilitator of the EU Food and Farming Forum gathering 200 participants – with collective intelligence tools</i>
<i>March 2018</i>	<i>Brussels</i>	<i>Lycée Charles Janssens</i>	<i>Facilitator and coach</i>	<i>Coaching and co-facilitation of a workshop for 100 professors on the future of the school</i>
<i>December 2017</i>	<i>Brussels</i>	<i>IHECS</i>	<i>Trainer, Professor</i>	<i>Participatory training for students on EU advocacy</i>
<i>January 2017</i>	<i>Brussels</i>	<i>City of Ixelles (Brussels)</i>	<i>Facilitator and coach</i>	<i>Coaching and co-facilitation of a strategy workshop for 250 teachers on the school evaluation system</i>
<i>Jan-May 2017</i>	<i>Brussels</i>	<i>Job Yourself</i>	<i>Facilitator and coach</i>	<i>Facilitation of monthly support group workshops with collective intelligence tools and coaching of young entrepreneurs</i>
<i>December 2016</i>	<i>Brussels</i>	<i>WCADP</i>	<i>Facilitator</i>	<i>Design and facilitation of a strategy development workshop</i>
<i>April-June 2016</i>	<i>Brussels</i>	<i>CNCD-11.11.11</i>	<i>Senior expert and trainer</i>	<i>Elaboration and delivery of 2 tailor-made training seminars on EU advocacy</i>
<i>Dec. 2015</i>	<i>Brussels</i>	<i>Open Society Institute</i>	<i>Senior expert and trainer</i>	<i>Elaboration and delivery of a tailor-made training seminar on EU advocacy</i>
<i>Sept.-Nov. 2015</i>	<i>Brussels/Paris/ Rabat</i>	<i>World Coalition Against Death Penalty</i>	<i>Evaluator</i>	<i>Final external evaluation of a 3 years' worldwide international civil society project financed by the European Commission – with mission in Morocco</i>

June 2015	Brussels	European Network of Political Foundations	Senior expert and trainer	Elaboration and delivery of a tailor-made training seminar on EU advocacy
March-May 2014	Brussels, Rabat	Louis Berger /EU Delegation in Morocco	Senior expert and trainer	<ul style="list-style-type: none"> • Elaboration and delivery of a training seminar on advocacy and building of alliances for Moroccan CSOs – including gender CSOs - in Rabat (14-16 April 2014) • Drafting of a training manual on advocacy and building alliances for Moroccan CSOs • Strategic proposals for post-training coaching of Moroccan CSOs
May 2017-April 2018	Brussels	Protection International	Head of Advocacy and Outreach (part-time)	<ul style="list-style-type: none"> • Management; member of the management team • Advocacy • Organisation of events on human rights defenders' protection
Sept.2001-Jan.2014	Brussels + regular short-term missions in EU and Eastern/Southern Mediterranean ENP countries (more than 60 missions)	Euro-Mediterranean Human Rights Network (EMHRN) / became in 2015 EuroMed Rights	Head of Office/ Advocacy Director (with a team)- 2006-2014 Previously Coordinator in Brussels (alone)- 2001-2006	<ul style="list-style-type: none"> • Creation of the EMHRN Office in Brussels and the advocacy department • Member of management team; management of the Brussels office and leader of the advocacy team • Development and implementation of policy and strategy on democratic governance, human rights, migration/asylum, gender equality, civil society engagement and inclusion - in Eastern/Southern Mediterranean and Northern African countries • Design, implementation and evaluation of projects on above-mentioned issues • Leader of the advocacy activities with the EU, its Member States, the UN mechanisms, Turkey, Middle-East and Northern African countries, in cooperation with a network of around 80 local Civil Society Organisations' (CSOs) and other partners in these countries • Representation and relations with local and public institutions in these countries, including at the highest level • Personally in charge of advocacy on gender equality and mainstreaming; • Support for capacity-development of local CSOs, in particular on advocacy issues and for the elaboration, implementation and evaluation of projects • Design, organisation and conduct of training seminars (2 per year); organisation of training and advocacy missions in Brussels in support of local CSOs (8 per year) • Knowledge management, research and documentation; supervision and drafting of documents • Monitoring and analysis of EU, UN and other public policies and programmes • Coordination of joint members' activities • Large networking and partnerships • Communication and media relations • Organisation of big events and seminars (several times per year) • Evaluation of projects
Febr. 1999 – Aug. 2001	Brussels + regular short-term missions in European countries	Platform of European Social NGOs	Head of Office/ Coordinator	<ul style="list-style-type: none"> • Management of office, staff and finances • Policy and strategy development on social inclusion, poverty reduction, anti-discrimination, civil society engagement and inclusion, democratic governance and gender equality • Design and implementation of projects on above-mentioned issues

				<ul style="list-style-type: none"> • Monitoring and analysis of EU's and other public authorities' policies and programs on above-mentioned issues • Representation, advocacy • Monitoring and evaluation of projects and programmes • Capacity development of members • Coordination of joint members' activities • Large networking and partnerships on social inclusion, poverty reduction, civil society and human rights issues • Communication, media relations • Management of human and financial resources and relations with donors • Organisation of the Board and General Assembly meetings
Apr. 1994 – Febr. 1999	Brussels + regular short-term missions in European countries (around 30 missions)	Amnesty International, EU Office (AI)	Executive Officer	<ul style="list-style-type: none"> • Representation, advocacy and relations with the EU Institutions on democracy, human rights, gender equality and EU migration/asylum policies • Research, development of strategy and drafting of documents • Communication and media relations • Coordination of the EU advocacy of AI national sections • Design, organisation and delivery of training seminars for national AI sections (several times the year) • Drafting of a training guide on advocacy within the EU system on democracy, human rights and gender equality • Large networking and partnerships on human rights and gender issues • Evaluation of projects
Nov. 1993 – March 1994	Paris	United Nations High Commissioner for Refugees, French Office	Trainee and Consultant	<ul style="list-style-type: none"> • Drafting of information documents on EU asylum policies • Design and delivery of training seminars for French CSOs on EU asylum policies

15. Other relevant information

Specific detailed information on projects and evaluations, documents, organisation of high level meetings, advocacy missions, conferences, media events, trainings, facilitation and coaching are available upon request.

My website: www.humanboost.eu