

# CV

## JØRGEN SKYTTE JENSEN

Managing Director / Senior Consultant at IMPAKT



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## Education

- ♦ OPTO certified, Master Danmark, 2018
- ♦ MPA, EASY and ACE certified, MASTER Danmark, 2013
- ♦ JTI (MBTI) certified, Centre for Management (CfL), 2005
- ♦ Innovation and Process Management course, Carl Bro Management, 2005
- ♦ Cand.Merc.Int, Institute for Intercultural Communication and Management at Copenhagen Business School 1990-1995. Main thesis: Formal and informal systems of power in and around organisations.
- ♦ Engineer, Copenhagen Engineering College, 1984-1988
- ♦ Graduated from Gentofte Statsskole, 1982

## Key Competencies

### Analysis and planning

- ✓ Context analyses
- ✓ Problem- and objective oriented analyses and planning
- ✓ Organisational needs and development analyses
- ✓ Human resources capacity and development planning
- ✓ Personality test and analyses

### Management/Leadership

- ✓ Process and change management
- ✓ Team management
- ✓ Project management
- ✓ Training course management
- ✓ Mentoring and coaching
- ✓ Leadership formation

### Evaluation and Assessment

- ✓ Results and performance assessment
- ✓ Effect and impact assessment
- ✓ Human resources competence development assessment
- ✓ Learning effects assessment
- ✓ Sustainability assessment

More than 20 years of experiences working with planning, management and evaluation of organizational development and change management processes. Experiences from private and public institutions in Denmark and internationally combining a technical engineering education and an international business administration education with a tool box for change management based on social and psychosocial science.

Extensive experiences in conducting organizational and leadership capacity and needs assessment, relative to organisational development strategies and goals. Experienced facilitator and leader of organizational development and change management processes with a particular focus on the human dimension in leadership and in team work. Certified user of psychometric personality test tools (for recruitment and career planning), trainer, coaching and mentor experiences. Well versed in leadership development concepts and tools.

Jørgen has extensive project management experience and has been Team Leader of development teams in Denmark and overseas. He has worked in more than 20 countries in Asia, Africa and Latin America and has five long-term overseas positions as manager and leader of development programmes and projects.

Experiences with business planning and commercialization of concepts and ideas. Responsible for all acquisition at IMPAKT including budget planning, identification of project teams, preparation of tender proposals and contract negotiations.

Jørgen has an extended network to key actors in the global arena including in UN agencies, multinational companies, Danish State Authorities and international humanitarian agencies.

## Career record:

- 2010 - date:** Managing Director and Senior Consultant, IMPAKT
- 2014 - 2014:** - 6 months contract as Organisational Development Advisor to the Danish Ministry of Foreign Affairs
- 2008 - 2009:** - Organisational Development and Leadership Advisor to the British Community Interest Company Prosperity Initiative, Vietnam
- 2006 - 2008:** Leader of Development Impact Group at Hassall & Associates Ltd., Canberra-Australia (now GHD)
- 1999 - 2006:** Senior consultant, Carl Bro Management a/s, Denmark (now SWECO)
- 2000 - 2003:** Country Representative and Team Leader, Environment and Industry Sector Support Program in Bolivia, funded by the Ministry of Foreign Affairs
- 1997 - 1998:** Programme Manager, United Nations Development Programme, Papua New Guinea
- 1995 - 1997:** Organisational Development consultant, Carl Bro Management a/s, Denmark (now SWECO)
- 1990 - 1995:** Independent consultant and Cand.Merc.Int student at CBS, Denmark
- 1991 - 1993:** Part time staff at the Danish Ministry of Foreign Affairs, Denmark
- 1989 - 1990:** Project Engineer, OC Engineers & Planners a/s, Denmark
- 1988 - 1989:** Military services

## Professional Netværk

- ❖ Member of the Association of Danish Lawyers and Economists (DJØF), Denmark
- ❖ Mentor at DJØF since 2010
- ❖ Member of Board at the Disabled Peoples Organisations Denmark (2013-2017)
- ❖ Chairman of School Board, Lynge public school (2013-2018 )
- ❖ Member of Advisory Panel in Sustainable Education for Uganda (SEFU) since 2019

## Professional Experiences

- 2010 – dato:** **Managing Director and Senior Consultant**  
**IMPAKT**  
**Denmark**
- IMPAKT is a Danish consulting company working internationally and in Denmark supporting people and organisations to improve efficiency, effectiveness and impact of their desired development objectives and goals. IMPAKT provides technical advisory support to organisational capacity needs assessments and development planning, staff and leadership coaching and facilitation of change management processes.

Responsible for all acquisition including budget planning, staffing, tender proposals, contract negotiations, contract management, quality assurance and financial closure.

Main duties and work functions include: design of organizational assessment methodology, team coordination, managing interviews, meetings and focus group sessions, conducting training, drafting of assessment reports, preparation of change management and development plans, presentation of results and facilitation of ownership of decisions and approaches for future change and development initiatives.

Examples of most recent assignments (2015-2020):

- Team Leader for organisational capacity assessment of CISU (2020);
- Organisational Development Expert on a review of the Danish support to the International Organisation for Migration (IOM) (2019);
- Team Leader for organisational capacity assessment of Save the Children Denmark (2019);
- Team Leader for the review of Danish Ministry of Foreign Affairs Window 2 Development Research programme (2018);
- Team Leader for organisational capacity assessment of the Danish Institute for Human Rights (2017);
- Facilitation of change management process focusing on team work and coordination within the Centre for Global Cooperation of the Danish Energy Agency (2017);
- Leadership coaching and facilitation of staff motivation and change management process at a specialised Dental Surgery and Endodontics Clinic in Copenhagen (2017);
- Team Leader for the evaluation of the organization and management of the Partnering with Denmark programme implemented by the Danish Ministry of Foreign Affairs (2017) (Mexico, Colombia, China, South Africa);
- Technical advisory support to the development of a performance and results framework for an Export Facility implemented by the Danish Energy Agency (2017);
- Assessment of the ownership and governance structures for the Danish NGO DACAAR. Development of new governance scenarios for the Board and the management set-up (2017);
- Assessment of internal quality assurance systems for staff performance and management at the International Department of the Danish Trade Union 3F (2016);
- Facilitation of leadership meetings between CARE European leaders to align and harmonise project management approaches and systems (2015);
- Advisory support to the preparation of a new Business Model for CARE International Poverty, Environment, and Climate Change Network (PECCN). Analysis of funding opportunities and modalities, organisational set-up, leadership and governance structures and staffing (2015);

For a complete list of consultancy assignments, please find full CV for Jørgen Skytte Jensen at [www.impakt.dk](http://www.impakt.dk)

In 2014 employed by invitation to lead and manage a portfolio of technical assessments of Danish development programmes in developing countries funded by the Danish Ministry of Foreign Affairs (6 months employment). Duties included recruitment of consultants, design of assessment approach, team leader responsibility,

leading on organisational and management assessments including leadership and capacity needs assessments.

- 2008 - 2009: Prosperity Initiative - Vietnam**  
**Leadership Coach and Organisational Development Advisor, Prosperity Initiative, Vietnam**  
Support to the leadership group of the Community Interest Company Prosperity Initiative with the overall organisational management (40 staff), stakeholder engagement (international donor agencies and government institutions), and internal staff development. Prosperity Initiative supports value chains in Vietnam promoting and commercializing bamboo, tea, coconuts and other crops with high market potential.
- 2006 - 2008: Hassell & Associates, Australia**  
**Leader of Development Impact Group at Hassall & Associates Pty. Ltd. Australia (now GHD).** The Development Impact Group is designed to contribute to the continuous improvement of Hassall's development impact through management of strategic knowledge and learning. Tasks comprised organisation and management of research on issues such as effectiveness and performance evaluation techniques, capacity development, change management, leadership and grants management. Lead trainer on internal training courses for staff members. Member of senior leadership team with responsibilities to external stakeholders and partners. Hassall & Associates Pty. Ltd. is a private consulting firm providing technical advisory and project management services to the Australian government, United Nations and the World Bank.
- 1999 - 2006: Carl Bro Management Denmark**  
**Senior consultant at Carl Bro Management a/s, Denmark (now SWECO)**  
Project Manager and Team Leader for organisational development projects funded by the Danish Ministry of Foreign Affairs, United Nations, EU, World Bank and other international agencies.  
Responsibilities: Project acquisition and contract negotiations, development of assessment methodologies, implementation of organisational capacity assessments and development planning, design of training and staff development plans, training in organizational management and change management, performance and results reporting.
- Bolivia**  
2000 - 2003: Duty station Bolivia. Country representative and leader of a team of four Danish long-term technical advisors, pool of short-term Danish and Bolivian technical advisors and the overall office management. Main project included development of an environment unit within the Ministry of Industry in Bolivia. Training of leaders and managers in organisational management and human resources management.
- 1997 - 1998: UNDP Papua New Guinea**  
**Programme Manager, United Nations Development Programme (UNDP) in Papua New Guinea**  
Responsible for the Environment and Sustainable Development project portfolio including liaison with national authorities and international agencies in Papua New Guinea. Tasks included budget management, financial reporting, project supervision, management of project staff and communication of results to UNDP Head Quarters in New York. The position was funded by the Danish Ministry of Foreign Affairs.
- 1995 - 1997: Consultant, Carl Bro Management a/s, Denmark (now SWECO)**  
Implementation of organisational assessments mainly in Danish private organisations working with aid and development. Short-term consulting contracts.

**Carl Bro Management Denmark**      Manager of training courses in Project Management for unemployed graduates in Denmark for the Copenhagen County.  
Trainer in Organisational Change Management at training courses funded by the Danida Fellowship Centre.

**1990 - 1995: CBS / Ministry of Foreign Affairs**      **Cand.Merc.Int student at the Copenhagen Business School (CBS) as well as part time staff at the Ministry of Foreign Affairs (Danida).**

CBS. Fields of specialisation:

- International development studies and intercultural communication
- Organisational development and change management
- International business strategy

Master Thesis: "Formal and Informal Systems of Power in Organisations"

Part time staff at the Ministry of Foreign Affairs (Danida) responsible for collection, analysis and management of context specific data from countries receiving development assistance from Denmark/Danida.

**1989 - 1990: OC Engineers & Planners, Denmark**      **Project Engineer at OC Engineers & Planners a/s, Denmark**  
Design and planning of renovation work for water, gas and sewerage pipelines in Danish municipalities.

Reference persons for the special assignments or employments can be provided.

A detailed CV including all consultancy assignments can be found at [www.impakt.dk](http://www.impakt.dk)

**Countries of work experience:**      **Asia/Pacific:** Afghanistan, Australia, Bangladesh, China, Hong Kong, Malaysia, Myanmar, Nepal, Papua New Guinea, Philippines, Vietnam.

**Africa/MENA:** Egypt, Ghana, Jordan, Kenya, Lebanon, Malawi, Mali, Mozambique, Sierra Leone, Somaliland, South Africa, Tanzania, Uganda, Zimbabwe.

**Latin America:** Bolivia, Colombia, Guatemala, El Salvador, Honduras, Mexico, Nicaragua.

<b>Languages</b>	<b>SPEAKING</b>	<b>WRITING</b>	<b>READING</b>
DANISH :	Mother tongue		
ENGLISH :	Excellent	Excellent	Excellent
SPANISH :	Good	Good	Excellent
PORTUGUESE :	Poor		Basic