

# CURRICULUM VITAE

## Proposed role in the project:

1. **Family name:** Spätgens
2. **First names:** Oliver
3. **Date of birth:** 28 April 1964
4. **Nationality:** German
5. **Civil status:** Single
6. **Education:**

Institution [ Date from - Date to ]	Degree(s) or Diploma(s) obtained:
University of Marburg, 10/1986 – 05/1992	Diplom-Kaufmann (MBA)
University of Kaiserslautern, 01/1995 – 11/1996	Master of Arts (Adult education) Thesis: "The reflexive turn in vocational education"
Dutch Ministry of Education, Culture and Science 11/1996	Accreditation as lecturer for higher professional education ("docent hoger beroepsopleiding")
2019 – 2020: <a href="http://www.e-trainers.eu">http://www.e-trainers.eu</a>	E-trainer certificate
2020 - 2021 <a href="http://www.entrecompedu.eu">www.entrecompedu.eu</a>	Entrepreneurial Learning for Educators (Badge)

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

Language	Reading	Speaking	Writing
German (Mother tongue)	1	1	1
English	1	1	1
Dutch	2	2	4

8. **Other skills:** (e.g. Computer literacy, etc.)
  - Computer literacy (MS-Office suite), Internet

9. **Present position: Freelance Consultant**

10. **Years within the firm: 25 years**

11. **Key qualifications:** (Relevant to the project)

Mr Spätgens has a long time work record in the area of vocational training in developed and developing countries. His record includes different kind of assignment, ranging from full-time employment in educational institutes to international long and short time assignments. Mostly he holds leading responsibilities like as deputy executive director, head of department or team leader.

Mr Spätgens has a multi-faceted career in vocational education and has in-depth knowledge and understanding of the methodology (TNA, Curricula Development, CBT, Assessment approaches), design and delivery of vocational training, adapting to changing demands of qualifications and learning & development (L&D) within public entities. He has in different cultural setting proved to successfully connect and harmonize formal qualification frameworks with public entity's/enterprise's needs and ensured, that employability led to employment and performance at the workplace. His sector experience covers the water, energy, agricultural, service and industrial sector.

Throughout his long field-based career, Mr. Spätgens has successfully led dynamic multi-cultural teams in different countries to excellent performance.

Mr Spätgens is strongly committed to life-long learning and he attended modern learning arrangements like Webinars or MOOCs to keep up with actual developments in vocational education (see Lifelong learning activities). New developments and concepts are quickly tested/applied by him, where suitable.

12. **Specific experience in the region:**

Country	Date from - Date to
Kosovo	02/2003 – 03/2004, 10/2011 - 11/2011
BiH	07/2005 – 06/2006, 11/2010 - 06/2012

### 13. Professional experience

Date from - Date to	Location	Company	Position	Description
Since 03/2022	Cairo, Egypt	ICON- Institute, Cologne, Germany	Team leader (Inception Phase)	KfW-Project " <b>Promotion of Technical Vocational Education and Training</b> " including the EU-Mandate "Sustainable Energy in TVET" <ul style="list-style-type: none"> <li>• Responsible for <b>Inception Report</b> and implementation plan</li> <li>• Setting up a <b>multi-stakeholder commitment plan</b></li> <li>• Identification and coordination of KfW-GIZ cooperation on project level</li> </ul>
03/2022 – 01/ 2023	Cairo, Egypt	GOPA-INFRA Consulting, Bad Homburg, Germany	Team leader (Inception Phase)	KfW-Project " <b>Promotion of Technical Vocational Education and Training</b> " including the EU-Mandate "Sustainable Energy in TVET" <ul style="list-style-type: none"> <li>• Responsible for <b>Inception Report</b> and implementation plan</li> <li>• Setting up a <b>multi-stakeholder commitment plan</b></li> <li>• Identification and coordination of KfW-GIZ cooperation on project level</li> </ul>
08/2019 – 09/ 2020	Windhoek, Namibia	INTEGRATION Consulting, Frankfurt Germany	Team leader (replacing former TL)	GIZ-Project " <b>Promotion of Vocational Education and Training</b> " (ProVET II) <ul style="list-style-type: none"> <li>• Responsible for <b>delivery of reformed Vocational Training Programmes</b> and required procurements (Agriculture, Auto-Mechatronics, Vehicle Collision Repair &amp; Spray painting, and Leather &amp; Textile)</li> <li>• Awareness raising and experimental introduction of modern TVET concepts like <b>digital competencies, digital learning tools, e- learning &amp; distance learning, OER (Open Educational Resources)</b></li> <li>• <b>Advisory services on TVET management to NTA</b> (Namibian training Authority) including tracer studies, assessment procedures and TVET process acceleration.</li> </ul>
04/2018 – 03/2019	Cairo, Egypt	IP-Consult, Stuttgart, Germany	Non-Key expert	EU- WATER Sector Technical Assistance and Reforms Support (EU-Water STARS) <ul style="list-style-type: none"> <li>• Responsible for component C: <b>Capacity development for relevant institutions</b></li> <li>• <b>Develop and implement the National Water Capacity Building Programme</b>, covering inter alia training on legal, financial, procurement and water management topics. A <b>special training programme training for pump stations workers</b> was set up for the Mechanical &amp; Electrical department, in charge of about 1.100 pump stations in the Irrigation system.</li> <li>• <b>Design of a competency based framework</b> for the irrigation sector</li> </ul>
07/2015 - 10/2016	Cairo, Egypt	IP-Consult, Stuttgart, Germany, GIZ-Program,	<b>Team leader</b>	Water Management Reform Programme (GIZ) Relevant activities: <ul style="list-style-type: none"> <li>• <b>Consolidation and institutionalisation of HRM measures</b> in the Ministry of Water Resources and Irrigation (MWRI)</li> <li>• <b>Strengthening the public advisory services</b> of the MWRI and Ministry of Agriculture and Land Reclamation (MALR) for improved internal efficiency and effective public services (reframing the <b>job profiles of extensionists</b> – agricultural advisors; Pilot governorates: Kafr el Sheik &amp; Beheira.</li> <li>• Assistance in a strategic re-positioning of the public advisory services towards <b>demand-orientation and improved customer satisfaction</b>.</li> <li>• Publishing the book "Strategic Change in public organisations" (Arabic)</li> </ul>
01/2013 - 06/2016	Cairo, Egypt	Ludwigsburg University of Education,Germany, INEMA Program	Guest lecturer	German-Arab master course INEMA (Master in International Education Management) <ul style="list-style-type: none"> <li>• Lecturer during presence phases in Cairo Topics: <b>Competences &amp; Labour market demand orientation, Quality management</b> (Approach LKQT – Lerner- und Kundenorientierte Qualitätsentwicklung)</li> </ul>

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04/2012 - 06/2015	Cairo, Egypt	IP-Consult, Stuttgart, Germany, GIZ-Program,	<b>Team leader</b>	<p>Water Management Reform Programme (GIZ)</p> <ul style="list-style-type: none"> <li>• Responsible for <b>Component 2 “Training and HRD for IWRM”</b> within the GIZ - Water Management Reform Programme</li> <li>• <b>Strengthening the capabilities of responsible units</b> in the Ministry of Water Resources and Irrigation (MWRI) and Ministry of Agriculture and Land Reclamation (MALR)</li> <li>• <b>Introduction and application of a competence framework for public servants</b></li> <li>• <b>Capacity building</b> measures on IWRM (Integrated Water Resource Management, mechanical and electrical engineering in the irrigation system, irrigation advisory services towards water user organisations.</li> <li>• <b>Design of competency-based job profiles for technicians (electrical &amp; mechanical staff, irrigation advisors, etc.)</b></li> <li>• Design of an <b>on-boarding program for 769 newly hired engineers</b> in the MWRI</li> <li>• Assistance in application and implementation of a Dutch funded (NICHE) project on the <b>“Introduction of modern learning technologies”</b> (1.95m EUR), which enhanced the partner’s learning infrastructure (i.e. a “MOODLE”-learning platform).</li> <li>• Design and delivery of a <b>blended learning program</b> on project management through <b>MOODLE</b>.</li> </ul>
10/2011 - 11/2011	Pristina, Kosovo	IP-Consult, Stuttgart, Germany, GTZ-Program,	Int. short-term expert	<p><b>Promotion of Centres of Competence</b> in the Context of Vocational Education and Training Reform in Kosovo (GIZ)</p> <ul style="list-style-type: none"> <li>• Development of a <b>knowledge management system</b> &amp; feasibility analysis for a <b>online learning and collaboration platform</b> (Wiki) in the <b>vocational training system</b> (2 pilot VET competence centre)</li> <li>• <b>Proposal to establish a Wiki</b> in VET competence centres in Pristina and Prizren</li> </ul>
05/2011 - 12/2011	Cairo, Egypt	IP-Consult, Stuttgart, Germany, GTZ-Program,	<b>Team leader</b> (intermittent)	<p>Top Executive Management Training (GIZ)</p> <ul style="list-style-type: none"> <li>• <b>Development and delivery of a “Top Executive Management Training”</b> for the higher staff of the Ministry of Water Resources and Irrigation (MWRI)</li> </ul>
11/2010 - 06/2012	Sarajevo, BiH	MVV-decon, Bad Homburg, Germany, EU-Programme	Non-key expert	<p>DELTER - TA Support to BiH to meet the requirement of the Energy Community Treaty with special focus on EE/RES (EU)</p> <ul style="list-style-type: none"> <li>• <b>Supervision of design, development and delivery of capacity building measures</b> for energy efficiency &amp; renewable energy related to the EU Directives on Energy Efficiency and Renewable Energies</li> <li>• <b>Design and delivery of a modularised training program</b> for civil servants from 30 municipalities on local adaption options of the EU directives</li> </ul>
04/2009 - 03/2011	Amman, Jordan	GFA Consulting Group, Hamburg, Germany, GTZ-Program,	<b>Team leader</b> (intermittent)	<p>TRAM-Training Management &amp; Effective HRM (GIZ)</p> <ul style="list-style-type: none"> <li>• <b>Establishment of a training management</b> for the Jordanian water sector (Ministry, JVA – Jordan Valley Authority &amp; WAJ – Water Authority Jordan, approx..5.000 employees)</li> <li>• Introduction and advising on the application of an <b>Oracle modules Training management &amp; HR management</b></li> <li>• Development of 16 <b>Standard Operational Procedures (SOPs) for technical areas</b> of the water management in Jordan (i.e. dams and other construction works, water pipeline maintenance, leakages handling, ect.)</li> </ul>

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11/2006 - 04/2011	Cairo, Egypt	IP-Consult, Stuttgart, Germany, GTZ-Program,	<b>Team leader</b> (last 18 month intermittent)	<p>Management Training in the Water Sector (GIZ)</p> <ul style="list-style-type: none"> <li>• <b>Establishment of a management training program for the Egyptian water sector</b> (Public sector, 113.000 employees)</li> <li>• <b>Strengthening the Training Sector</b> of the Ministry of Water Resources and Irrigation</li> <li>• <b>Publication of the book “Management Training for Middle Managers”</b> (Arabic), 2.000 books</li> <li>• <b>Capacity building for the middle managers</b> in MWRI to implement the “Institutional reform” in MWRI</li> <li>• <b>Capacity building for technical staff</b> of Quena Water Treatment Company (in cooperation with parallel GIZ programme on Water Treatment)</li> </ul>
06/2006 – 10/2006	Lhasa, Tibet, China	GOPA Consultants, Bad Homburg, Germany /GTZ-Program	Freelance consultant	<p>Rural Infrastructure Development and Vocational Training (GIZ)</p> <ul style="list-style-type: none"> <li>• Preparation and execution of a <b>local labour market analysis</b> for the Damxung county</li> <li>• Preparation of a <b>database for tracer studies</b>. Followed-up by national staff.</li> </ul>
07/2005 – 09/2006	Xi’an and Western Provinces of China	GOPA Consultants, Bad Homburg, Germany GTZ-Program	Freelance training consultant	<p><b>Design and implementation of a Train-the Trainer-Pilot project within the GTZ-program “Vocational Qualification and Employment Promotion in the Western Regions of China”</b></p> <ul style="list-style-type: none"> <li>• <b>Supervising and coaching of local VET trainer teams</b></li> <li>• <b>Integration of regional and sector labour market analyses in local employment programmes</b></li> <li>• <b>Qualifying of Chinese VET trainers</b> in interpretation of labour market information for the derivation of training projects for specified target groups (unemployed, precarious employed and less qualified persons from rural areas)</li> <li>• <b>CBT Curriculum for a 4 weeks ToT programme</b></li> <li>• <b>Best Practise manual for CBT</b> addressing unemployed target groups. Includes training design, delivery, assessment methods and guidelines for transition to employment (i.e. job application, interview training, etc.)</li> </ul>
07/2005 – 06/2006	Sarajevo & Banja Luka, Bosnia and Herzegovina	Deutsche Welle Akademie, Bonn, Germany, EU-Project	<b>Key expert</b>	<p>Provision of Technical Assistance (Management and Leadership Development) to the Public Broadcasting Services (PBS) in Bosnia and Herzegovina (EU)</p> <ul style="list-style-type: none"> <li>• Design and implementation of a <b>management training program</b> for the higher and middle management of Public Broadcasting Service entities (EU) (110 Manager)</li> <li>• <b>Coaching for Top &amp; Middle Management</b></li> </ul>
12/2004	Berlin, Germany	ICON-Institute, Cologne, Germany, INWENT-Program	Freelance lecturer	<p>International further education programme (funded by INWENT)</p> <ul style="list-style-type: none"> <li>• Seminars in General &amp; Human Resource Management for Chinese HRD managers financed by INWENT (Germany)</li> <li>• <b>HR planning, Performance assessment, Learning &amp; Development, etc.</b></li> </ul>
07/2004 – 09/2004	Jinja, Uganda	ICON-Institute, Cologne, Germany KfW-Project	Freelance consultant	<p>Promotion of Private Training Providers (KfW)</p> <ul style="list-style-type: none"> <li>• <b>Modern Teaching and Learning Methodologies</b> in Vocational Training</li> <li>• <b>Development and implementation of three modules for teacher training</b> ( Module 1: My role as a teacher, Module 2: The students as target group of VET, Module 3: The teacher’s “toolbox” (General &amp; CBT methodologies)</li> <li>• <b>Development of a training manual for Ugandan VET trainers</b></li> </ul>

## Curriculum vitae

02/2003 – 03/2004	Pristina, Kosovo	DECON, Bad Homburg, Germany EU-Project (Interim Management)	Interim management HRM deputy, advisor and trainer	<p>Management and technical assistance to the Energy Sector (EAR). Beneficiary: Korporata Energjetike e Kosovës (KEK)</p> <ul style="list-style-type: none"> <li>• <b>Mentoring the new workforce planning manager</b> on principles of HR planning techniques and procedures</li> <li>• <b>Mentoring the new training manager on training principles and procedures</b></li> <li>• Seminar on Human Resource Management for the Head of Departments in KEK</li> <li>• Management training courses for Head of Departments and Supervisors in KEK</li> <li>• Creation and implementation of a “Management training for next generation” to develop young high potentials for becoming responsible manager within 5 to 10 years</li> <li>• Development and implementation of a <b>new salary system</b> for KEK (based on <b>required qualification/competences, performance, work experience and responsibilities</b>)</li> <li>• Creation of an harmonized system of organizational charts, standardized jobs with clearly defined qualifications and corresponding profiles (11.000 employees, covered by <b>128 job descriptions</b>)</li> </ul>
03/2003 – 06/2003	Cairo, Egypt	DECON, Bad Homburg, Germany GTZ-Project	Freelance consultant	<p>Education for employees in the Energy Sector (GTZ)</p> <ul style="list-style-type: none"> <li>• Development and implementation of a <b>training need assessment</b> for the energy sector, with special emphasis on the <b>dual training approach</b>, applied in Egypt (Kohl-Mubarak Initiative)</li> <li>• Development of a proposal for a <b>sector wide coordinated training program</b> for the training centres in the energy sector</li> <li>• Workshop for training managers and the Power Plant Energy Training Management Unit (PPTMU)</li> </ul>
05/2002 – 04/2003	Turin, Italy	European Training Foundation (ETF)	External auditor	<ul style="list-style-type: none"> <li>• Evaluation of statements of EU-funded Higher Education projects (TEMPUS)</li> <li>• Proposal drafted: <b>Quality Management approach</b> for the ETF</li> </ul>
Since 01/2002	Ratingen, Germany	Self-employed	Freelance consultant	<p>In cooperation with German Consulting Companies (DECON, GOPA, PEM):</p> <ul style="list-style-type: none"> <li>• Elaboration of technical tender proposals for GTZ / EU.</li> <li>• Development and implementation of financial management and budgeting for Sandelmann GmbH, Bremerhaven</li> </ul>
10/2001 – 12/2001	Ulaanbaatar, Mongolia	DECON, Bad Homburg, Germany GTZ-Project	Regional expert	<p>Education for employees in the Energy Sector (GTZ)</p> <ul style="list-style-type: none"> <li>• Introduction of a <b>modern educational management</b> approach</li> <li>• <b>Coaching</b> of directors at the ETC (Energy Training Center)</li> <li>• <b>Consulting for financial management</b>, esp. financial planning for 2002 (&gt; 100% cost coverage)</li> </ul>
01/1999 – 09/2001	Ulaanbaatar, Mongolia	IDER Institute & IDER Management Consulting CIM-Integrated Expert-Program	Director	<p>In cooperation with GTZ-project (German technical assistance) “Education for employees in the energy sector”:</p> <ul style="list-style-type: none"> <li>• <b>Pedagogical-didactical guidelines</b> for the trainers in Mongolian power stations</li> <li>• Management training courses for the middle management</li> <li>• Development of a business plan for the Energy Training Center (ETC)</li> <li>• <b>Development and realisation of training concepts for multipliers</b></li> </ul> <p>In cooperation with the GTZ-projects „Reorganisation of the Mongolian National Auditing Commission“, „Reproductive Health“, MBDA (Mongolian Business Development Agency, (TACIS-Project) and GTZ-project „Development of SME”</p>
03/1998 – 09/2001	Ulaanbaatar, Mongolia	IDER Institute CIM-Integrated Expert-Program	Executive Director	<p>Introduction of modern educational management to IDER institute</p> <ul style="list-style-type: none"> <li>• Implementation of a <b>modern educational management</b> (Org. development &amp; HRD)</li> <li>• <b>National certification</b> of the institute and <b>accreditation by German authorities</b> as int. recognized educational institution</li> <li>• Creation of a consulting unit related to a new strategic positioning as “knowledge organization”</li> </ul>

## Curriculum vitae

08/1994 – 04/1998	Venlo, Netherlands	Fontys Hogescholen Venlo (University of Applied Science)	Head of Department Marketing Studies	Head of Department for Marketing studies and member of curriculum development commission <ul style="list-style-type: none"> <li>• Development of courses of study “Management” and “Marketing” (German language based)</li> <li>• <b>Member of curricula commission</b></li> <li>• <b>Coordinator for practical courses and theses and contact person for companies</b></li> <li>• Preparation for a country-wide quality assessment of Dutch Higher VET providers</li> </ul>
06/1993 – 07/1994	Siegen, Germany	RAM STREAM Management-Seminare	Freelance lecturer	<b>Assignments as a trainer</b> within the frame of <b>vocational retraining measures for unemployed persons</b> in Germany <ul style="list-style-type: none"> <li>• IDB (Institut für Datenverarbeitung und Betriebswirtschaft), Frankfurt, Germany</li> <li>• TÜV-Akademie Rhineland, Cologne, Germany</li> </ul>
01/1993 – 05/1993	Nordhausen, Germany	lad Nordhausen	Freelance lecturer	<b>Assignments as a trainer</b> within the frame of <b>vocational retraining measures for unemployed persons</b> in Germany <ul style="list-style-type: none"> <li>• Lecturing in business administration, production management, financial accounting including usage of software programs</li> </ul>

### 14. Other relevant information (e.g. Publications)

Co-work on the publication “**Management competencies for middle managers**”, published in Arabic, Egypt 2009 (ISBN 977-17-8157-X)

Co-work on the publication “**Strategic change in public administration**”, published in Arabic, Egypt 2016 (ISBN 978-977-90-2971-9)

### Lifelong learning activities: Selected **MOOCs** (Massive Open Online Courses), Webinars and self-paced learning activities: (selection)

2011: “Zukunft des Lernens” (Germany, <a href="http://blog.studiumdigitale.uni-frankfurt.de/opco11/">http://blog.studiumdigitale.uni-frankfurt.de/opco11/</a> ) (First MOOC in Germany)	<b>Webinars</b> (Web-based seminars) i.e.. 2012: “Trends im E-Teaching – Horizon Report”, (Germany, <a href="http://opco12.de/">http://opco12.de/</a> ) Ongoing attendance, especially from Learning & Performance institute ( <a href="https://www.thelpi.org">https://www.thelpi.org</a> ), Trainingzone ( <a href="https://www.trainingzone.co.uk/hub/trainingzone-connect">https://www.trainingzone.co.uk/hub/trainingzone-connect</a> )
2011: Welcome to Change: Education, Learning, and Technology! (Canada, <a href="http://change.mooc.ca/">http://change.mooc.ca/</a> ) 2011: Open course workplace learning, (Germany, <a href="http://ocwl11.wissensdialoge.de/">http://ocwl11.wissensdialoge.de/</a> )	<b>Discussion, knowledge exchange &amp; virtual conferences:</b> Active following & participating: UNESCO-UNEVOC TVeT-Forum ( <a href="https://unevoc.unesco.org/home/fwd2TVet+Forum">https://unevoc.unesco.org/home/fwd2TVet+Forum</a> ) Active following & participating: European Training Foundation Open Space
2012: Learning analytics, (Canada, <a href="http://lak12.mooc.ca/">http://lak12.mooc.ca/</a> ) 2013: Management2.0 (Germany, <a href="http://www.cogneon.de/mgmt20">http://www.cogneon.de/mgmt20</a> )	2019 – 2020: E-trainer certificate <a href="http://www.e-trainers.eu">http://www.e-trainers.eu</a> 2020: Distance learning for educators ( <a href="#">Google Skill shop</a> )
2014: Leadership for Global Responsibility (Germany, <a href="https://gc21.giz.de/ibt/var/app/wp342P/1522?lang=en">https://gc21.giz.de/ibt/var/app/wp342P/1522?lang=en</a> )	Current and ongoing online courses: (2020) Elements of Artificial Intelligence <a href="https://www.elementsofai.com">https://www.elementsofai.com</a>
2019 – 2020: E-trainer certificate <a href="http://www.e-trainers.eu">http://www.e-trainers.eu</a> 2020: Distance learning for educators ( <a href="#">Google Skill shop</a> )	
2020/21: EntreCompEdu – Entrepreneurial Learning for Educators <a href="https://gc21.giz.de/ibt/var/app/wp342P/1522?lang=en">https://gc21.giz.de/ibt/var/app/wp342P/1522?lang=en</a> )	