

# CONFLICT ANALYSIS & CONFLICT SENSITIVITY PROGRAMMING

## MODULE I



UNIVERSITY  
NETWORK  
HELSINKI ESPAÑA

INTERNATIONAL  
UNIVERSITY  
CENTRE FOR  
PEACE  
MISSIONS

Centro  
Internacional  
Universitario para  
Misiones  
de Paz

# MODULE I. CONFLICT ANALYSIS & CONFLICT SENSITIVITY PROGRAMMING

## KEYWORDS

**Conflict analysis; conflict transformation; conflict prevention; gender equality; violent masculinities; social inclusion, conflict sensitive communication; mediation, negotiation, dialogue, HDP triple nexus; conflict sensitive programming; TOC and indicators of change.**

## ABSTRACT

Considering today's complex conflict-affected contexts, being sensitive to the impact of our actions is essential. Therefore, adopting a conflict-sensitive approach will not only help to enhance positive impacts but also prevent or mitigate negative ones. Conflict sensitivity is an overall approach to understanding how an intervention affects the context in which it is implemented while taking measures to minimise negative and maximise positive effects of the intervention on conflict dynamics. Conflict sensitivity requires a deep understanding of conflict drivers and actors, as well as the two-way interaction between an intervention and the context.

Conflict sensitive programming is required along the humanitarian, development, peace/security (HDP) triple nexus. Beyond conflict sensitivity is the programming towards conflict transformation, focusing on fostering lasting change in attitudes, behaviours, and the context. This includes addressing gendered conflict drivers, including deeply rooted and politicized dividers and mechanisms of exclusion. Conflict sensitive communication is crucial in this. Importantly, conflict is also an opportunity for change, to build back better. Designing results-based Theories of Change (TOC) to measure changes in conflict dynamics is key for conflict sensitive programming and adaptive management.

## LEARNING OUTCOMES

To enhance your understanding of the conflict sensitivity approach, this module will equip you to better:

1. Analyze the causes, actors, and drivers of conflict.
2. Analyze how gender and other identity-based exclusion mechanisms can be drivers of conflict, and develop programming to advance equality as an integral element of conflict sensitive programming.
3. Understand conflict sensitive communication tools and dialogue.
4. Apply conflict sensitivity to programming along the triple nexus of humanitarian, development, and peacebuilding interventions.
5. Know how to design and apply TOCs and measure change in conflict transformation and prevention.

## LECTURERS



**Irma Specht**  
Director,  
Transition International



**Rachel Palermo**  
Program Specialist, United  
States Institute of Peace



**Marco Antonio Ortega**  
Strategic planning and  
knowledge management



**Daniel de Torres**  
Gender Expert

## METHODOLOGY

The course uses a variety of methodologies, including lectures and presentations, debates, group work, practical and advanced role-playing sessions, outdoor activities, and simulation exercises.

## DIPLOMA

Participants who successfully complete the course will obtain an official diploma from the International University Centre for Peace Missions of Helsinki España.

---

### LOCATION

- Alfaz del Pi, Alicante, Spain

### DATE

- 26-30 May, 2025

### COURSE DURATION

- 40 hours
- 8:30am-5:00pm Monday to Friday

### LANGUAGE

- English

### MINIMUM REQUIREMENT

- University degree or equivalent professional training.
- Fluency in English: B2+.
- Strong interest in international affairs.

### ACCOMMODATION

- Participants organize their own accommodation. However, Helsinki España will inform selected participants of the different accommodation options available.

---

### COST AND ENROLLMENT

- 1.200€ course fee.
- Meals and accommodation costs are NOT included.
- Applicants are also responsible for their visa-related costs.

### VISA PROCESS

- In order to start with the visa process, participants must have paid all the course fees. Helsinki España will support participants with an invitation letter.

### ENROLLMENT PROCESS

- Registration form must be sent to [iucpm@helsinkiespana.org](mailto:iucpm@helsinkiespana.org).

### PAYMENTS

- Individual courses must be paid in full.
- Participants are responsible for the cost of bank transfers and currency exchange.
- In case of cancellation prior to the start date of the course, please note that we unfortunately cannot reimburse you. You will be able to participate in future courses with that course credit.

### SCHOLARSHIPS

- Unfortunately, we cannot provide scholarships for this course. Participants (or their employer) must be able to cover the tuition fee.

## LECTURERS



### **MS. IRMA SPECHT**

**INSTITUTION:** TRANSITION INTERNATIONAL  
**POSITION:** DIRECTOR

---

Irma Specht is an anthropologist who brings 26 years of experience in security, stabilisation, conflict and transition processes, having worked in most conflict settings around the world. She has an international reputation in applied research, training, and consultancy in the fields of conflict analyses, conflict transformation, and conflict sensitive programming. She designed, organised, and led various conflict analyses to inform programming of donors, UN agencies, private firms, and NGOs operating in conflict settings. She further provides training and capacity development support on conflict sensitive programming. She developed several hands-on conflict analyses, conflict transformation tools and manuals, and guidance notes on conflict sensitive programming. She served for seven years in the UN (ILO). She is currently the director of the international consultancy firm Transition International.



### **MR. MARCO ANTONIO ORTEGA**

**INSTITUTION:** INDEPENDENT CONSULTANT  
**POSITION:** STRATEGIC PLANNING AND KNOWLEDGE  
MANAGEMENT

---

Marco Antonio Ortega is a skilled professional currently performing as a consultant specializing in strategic planning and knowledge management for international organizations, public institutions, and business forums, with over 20 years of worldwide professional experience.

Throughout his career, Marco Antonio has held different roles, including Senior Expert for the Joint Programming and Team Europe Initiatives within the framework of the European Development Policy, Directorate-General for International Partnerships, European Commission. Strategic Planning and Partnerships Specialist at UNICEF Headquarters, New York. Knowledge Management Specialist for Latin America and the Caribbean at the Knowledge, Innovation, and Capacities Group, UNDP Regional Center, Panama. Regional Coordination Specialist for the United Nations Development Group in Latin America and the Caribbean (UNDG LAC), Panama. Coordination Specialist and Special Assistant to the UN Resident Coordinator, Angola. Specialist in Management and Coordination of Official Development Assistance for the United Nations, Cape Verde. Advisor at the AECID Cooperation Office, Cape Verde. Team Member at the Secretariat of the INTERREG III B MAC Program, European Union.

Marco Antonio's academic background includes a Bachelor's in Business Administration, a Master's in Information and Knowledge Management, and a Master's in Public Policy Evaluation, qualifications complemented by extensive professional training, have equipped him with the analytical and strategic insights necessary to manage complex information and lead evidence-based decision-making processes.



## **MS. RACHEL PALERMO**

**INSTITUTION:** UNITED STATES INSTITUTE OF PEACE  
**POSITION:** PROGRAM SPECIALIST

---

Rachel Palermo is a program specialist for youth, peace and security at the U.S. Institute of Peace. At USIP Rachel co-manages the Generation Change Fellows Program which strengthens youth leaders' peacebuilding skills and brings them together in a community to help them achieve social change.

Prior to joining USIP, Rachel managed the membership of a global coalition working to positively engage religious and traditional actors, including women and youth, in peacebuilding processes. Rachel is passionate about supporting and enabling grassroots and youth led peacebuilding initiatives. As a student, Rachel co-founded a youth led organization to foster dialogue among students of diverse religious and cultural backgrounds in Southwest Virginia.

Rachel has three years of experience in the peacebuilding field and over five years of experience in youth empowerment and leadership development. She holds Bachelor's Degrees in International Studies and Spanish as well as a Master's degree in Political Science from Virginia Tech, where she was awarded a scholarship to participate in an international research exchange program at T.U. Darmstadt in Germany.



## **DANIEL DE TORRES**

**INSTITUTION:** INDEPENDENT CONSULTANTE  
**POSITION:** LEAD ASSOCIATE

---

Dani has had a long career in the peacebuilding space, most recently as Director of the Small Arms Survey until 2023. Prior to that, he led the Gender and Security Division at DCAF and oversaw an expanding portfolio of projects promoting gender equality in security and justice. Service in the Spanish Marines and at the Spanish Embassy in Washington, DC complements his NGO experience, which began as an emergency relief volunteer in Bosnia and Herzegovina in the 1990s. During his career he has managed field projects; designed and delivered training for military and police personnel, prosecutors, judges, parliamentarians, development professionals, and civil society organizations; provided policy analysis and advice; spoken at numerous events; and given guidance and oversight to expert teams. His work has taken him to over 60 countries in Europe, Africa, the Americas, the Middle East, and Asia.

## **PARTICIPATING INSTITUTIONS**



# PROTECTION OF CIVILIANS AND INTERNATIONAL LEGAL FRAMEWORK

## MODULE II



## MODULE II. PROTECTION OF CIVILIANS AND INTERNATIONAL LEGAL FRAMEWORK.

### KEYWORDS

**Centrality of protection; peacekeeping protection of civilians' mandate; responsibility to protect; international humanitarian law; human rights law; international criminal law; accountability mechanism; transitional justice; women, peace and security agenda; children and armed conflict mandate.**

### ABSTRACT

Civilian populations bear the greatest burden of today's complex crises. With the increase of armed conflicts, intercommunal violence, organized crime, and other forms of violence, concerns about human rights violations and abuses remain high. Furthermore, the COVID-19 pandemic and the climate crisis are also fueling violence, exacerbating conflict-related vulnerabilities like food insecurity, escalating humanitarian crises, and therefore eroding civilian coping mechanisms.

In this context, protecting civilians remains not only an imperative but a collective responsibility of all parties and actors. This include guaranteeing compliance with and promoting accountability for violations of international humanitarian law (IHL) and human rights law; providing humanitarian access; and delivering protection specifically to those who are most vulnerable during armed conflicts, such as women and children.

This course aims to enhance participants' understanding of the responsibilities of parties to an armed conflict, of authorities towards their population, and of the different humanitarian, development, and peacekeeping actors to achieving protection outcomes that result in the reduction of risks and vulnerabilities while enhancing the capacities of affected persons to deal with them. The course will explore both the theoretical frameworks and practical approaches to protect civilians, while exploring opportunities to overcome the challenges of attaining a collective protective outcome by actors with different protection mandates. Lastly, the course will consider human rights frameworks and mechanisms for holding states accountable for grave violations of rights and analyze the extent to which victims of violations can seek redress for crimes committed against them.

### LEARNING OUTCOMES

1. Understand the different concepts, principles, and peacekeeping actors to protecting civilians.
2. Get familiarized with various legal frameworks that aim to protect vulnerable persons in armed conflict situations and beyond, such as international rights law, international humanitarian law and refugee law.
3. Learn about the role of different humanitarian actors, such as the ICRC.
4. Identify monitoring and accountability mechanisms and approaches to transitional justice.
5. Become familiarized with Children and Armed Conflict mandate; women, peace and security agenda; and UN conflict-related sexual violence and rule of law mandates.

### LECTURERS



**María López**  
Expert in Peace  
Missions and  
Humanitarian Aid



**Julie Lefolle**  
Legal Advisor  
International  
Committee of the Red  
Cross (ICRC), Paris



**Gregory Townsend**  
Senior Lecturer,  
Hague University



**Adam D. Dubin**  
Professor, Law School  
Comillas Pontifical  
University, Spain



**Rafael Barbieri**  
Department of Peace  
Operations,  
United Nations

## METHODOLOGY

The course uses a variety of methodologies, including lectures and presentations, debates, group work, practical and advanced role-playing sessions, outdoor activities, and simulation exercises.

## DIPLOMA

Participants who successfully complete the course will obtain an official diploma from the International University Centre for Peace Missions of Helsinki España.

---

## LOCATION

- Alfaz del Pi, Alicante, Spain.

## DATE

- 2-6 June 2025

## COURSE DURATION

- 40 hours
- 8:30am-5:00pm Monday to Friday

## LANGUAGE

- English
- 

## MINIMUM REQUIREMENT

- University degree or equivalent professional training.
- Fluency in English: B2+.
- Strong interest in international affairs.

## ACCOMMODATION

- Participants organize their own accommodation. However, Helsinki España will inform selected participants of the different accommodation options available.

## COST AND ENROLLMENT

- 1.200€ course fee.
- Meals and accommodation costs are NOT included.
- Applicants are also responsible for their visa-related costs.

## VISA PROCESS

In order to start with the visa process, participants must have paid all the course. Helsinki España will support participants with an invitation letter.

## ENROLLMENT PROCESS

Registration form must be sent to [iucpm@helsinkiespana.org](mailto:iucpm@helsinkiespana.org).

## PAYMENTS

- Individual courses must be paid in full.
- Participants are responsible for the cost of bank transfers and currency exchange.
- In case of cancellation prior to the start date of the course, please note that we unfortunately cannot reimburse you. You will be able to participate in future courses with that course credit.

## SCHOLARSHIPS

- Unfortunately, we cannot provide scholarships for this course. Participants (or their employer) must be able to cover the tuition fee.



## LECTURERS



### MS. MARÍA LÓPEZ

**COUNTRY:** SPAIN  
**INSTITUTION:** UNITED NATIONS MISSION IN THE  
REPUBLIC OF SOUTH SUDAN (UNMISS)  
**POSITION:** EXPERT IN PEACE MISSIONS AND  
HUMANITARIAN AID

Maria has a bachelor's degree in Law and a Masters' degree in Humanitarian Action and Management of NGOs from University of Deusto (Spain).

With more than 15 years of professional experience, Maria has worked in conflict settings with the UN Peacekeeping Mission in South Sudan and OSCE mission in Kosovo, and in development countries such as Namibia, India and Honduras.

Throughout her career she has worked closely with national governments and counterparts providing policy advice on topics such as durable solutions for displaced populations, combatting human trafficking and promoting disaster risk reduction among others.

Her vast experience working with UN agencies (UNESCO), donors (AECID), NGOs (ACTED) and academia (NOHA network) has contributed to her specialization on issues such as humanitarian inter-cluster coordination, protection of civilians and joint programming.

Her professional aspirations have brought her to promote the triple nexus approach linking humanitarian aid, development and peacebuilding by exploring the conceptual and practical challenges encountered.



### MS. JULIE LEFOLLEL

**INSTITUTION:** INTERNATIONAL COMMITTEE OF THE RED  
CROSS (ICRC), PARIS  
**POSITION:** LEGAL ADVISOR

Julie Lefolle is a Legal Adviser with the Paris delegation of the ICRC where she is in charge of following international humanitarian law matters with several European countries through contacts with national authorities and cooperation with national societies.

She joined the ICRC in 2022. She was previously an associate with the legal division of the ICRC in Geneva. She was also an intern with the humanitarian section of the European Union delegation to the United Nations in New York.

Before that she worked for a few years as a legal adviser to refugees, migrants, and victims of domestic violence in French NGOs and law firms. She also worked in the restoring family links program of the French Red Cross and searched for missing persons.

She has personal experience in humanitarian assistance in Haïti distributing food and medicine as well as carrying out disease prevention activities.

Julie holds an LLM in international humanitarian law and human rights from the Geneva Academy of international humanitarian law and human rights, and a master's in international human rights law, with a specialty on rights of minorities, from the University of Strasbourg.



## **MR. GREGORY TOWNSEND**

**INSTITUTION:** HAGUE UNIVERSITY OF APPLIED SCIENCES  
**POSITION:** SENIOR LECTURER

---

Gregory Townsend (UK/USA) started his legal career as a deputy public defender in Los Angeles after studying at UCLA/Universidad Complutense de Madrid (BA), IUHEI-Univ. de Genève (DES), Fletcher School (MALD) and Loyola Law School (JD). In 1998, he joined the UN-ICTR, spending more than seven years working on Rwandan genocide cases. He later became a prosecutor for both the U.N. peacekeeping mission in Kosovo and UN-ICTY. From 2008 to 2010, he served as Head of Office for the Special Court for Sierra Leone in The Hague on the trial of Liberian President Charles Taylor. He joined the Special Tribunal for Lebanon in 2010 as chief legal advisor to the Prosecutor. From 2014 to 2018, he was chief of the Registry's Court Services Section at the UN-ICTY and UN-IRMCT, overseeing witness protection, legal aid, judicial records and court operations. Since 2012, he's served as an expert for the UK's Preventing Sexual Violence Initiative, Justice Rapid Response, and UN Women, and been deployed to Colombia, Guatemala, Iraq, Kenya, Mozambique, and Uganda. Appointed as Professor of the Practice in 2016, he is currently a Senior Lecturer in International Law in The Hague, and engaged as an expert in international justice. In 2022, the UK appointed him to the OSCE List of Experts for the 'Moscow Mechanism.' He is presently duty counsel before the ICC in the Mokom case. He represented a victim before the KSC, and was elected twice to the ICC's Advisory Committee on Legal Texts.



## **MR. ADAM DUBIN**

**INSTITUTION:** COMILLAS PONTIFICAL UNIVERSITY  
**POSITION:** PROFESSOR OF LAW

---

Prof. Dr. Adam Dubin is an Assistant Professor of Law at Comillas Pontifical University in Madrid, Spain, where he teaches subjects related to human rights, development, and Sub-Saharan Africa. He is also the Director of an LL.M. program in International and European Business Law at this university and an Adjunct Professor of Development Studies and Comparative U.S. and European Human Rights at New York University (Madrid). Adam's scholarship explores the intersection between development and human rights.

Prof. Dubin has served as a Visiting Professor of Comparative Human Rights Law at Nirma University (Gujarat, India), National University of West Bengal (Kolkata), where he was an Indian Government Scholar (GIAN Program), the University of Strasbourg (France), the University of International Business and Economics & Chinese University of Politics and Law (Beijing, China), and the Catholic University of Porto (Portugal). He currently holds two senior visiting research positions in human rights, one at the University of Johannesburg and the other at the South West University of Politics and Law in (south-central China).

Prior to coming to Spain and entering academia, he was a Legal Fellow at the United Nations in Cambodia and also worked for the Human Rights Law Network in New Delhi, India, where he assisted in litigation concerning child trafficking and other human rights violations.

Prof. Dubin holds a Bachelor's Degree in Literature and Political Science from the University of Vermont (USA), a Master's Degree in Development Policy from the University of Manchester (England), a Juris Doctorate from Pace University (New York), and a PhD in Law from la Universidad Complutense de Madrid (Spain). He is currently studying for an LL.D. in African Child Rights at the University of Western Cape (South Africa).



## MR. RAFAEL BARBIERI

**INSTITUTION:** DEPARTMENT OF PEACE OPERATIONS,  
UNITED NATIONS

**POSITION:** TEAM LEADER OF THE MEMBER STATES  
SUPPORT TEAM IN THE INTEGRATED TRAINING  
SERVICE

---

Rafael Barbieri is currently the Deputy Team Leader of the Member States support team in the Integrated Training Service of the United Nations Department of Peace Operations (UNDPO). Rafael's team oversees the development and delivery of mandatory and recommended pre-deployment training materials for UN Peacekeeping.

Mr. Barbieri has more than 30 years of progressively responsible experience in training and education and more than 25 years of experience in peacekeeping training. He has served in the UN Secretariat for 17 consecutive years.

Previously, Mr. Barbieri served in the army for almost three decades, mainly in the Special Forces. He graduated from the Military Academy as an infantry officer in 1985 and from the War College as Staff Officer in 2000. He commanded the deployment of troops in Cambodia (UNTAC) in 1993 and in DRC (MONUC) from 2002 to 2003. Rafael was the Director of the Uruguayan Peace Operations Training Centre from 2003 to 2005.

After he retired from the army in 2008, Mr. Barbieri was recruited by the United Nations as a civilian staff member, serving both at HQ and in the field. He served as chief of training in 2012 in Syria (UNSMIS). Rafael oversees the development and dissemination of key UN Specialized Training Materials (STM), including the UN Military Units; the Comprehensive Protection of Civilians; the UN Senior National Planners Programme; and Intelligence in Peacekeeping. During his assignment in the Secretariat, Rafael has led numerous training programmes and advised Member States on how to contribute to peacekeeping operations.

He holds a master's degree in military science and two university degrees in system analysis and computer engineering. He was a professor at the University in Uruguay from 1999 to 2002 in project management and computer science.

## PARTICIPATING INSTITUTIONS



ICRC



# TOOLS AND STRATEGIES FOR SUSTAINING PEACE

## MODULE III



## MODULE III. TOOLS AND STRATEGIES FOR SUSTAINING PEACE.

### KEYWORDS

Security sector reform; disarmament, demobilisation and reintegration; governance; election processes; UN's role in sustaining peace.

### ABSTRACT

As once stated by Nelson Mandela, "Peace is not just the absence of conflict; peace is the creation of an environment where all can flourish, regardless of race, colour, creed, religion, gender, class, caste, or any other social markers of difference."

In a world of proliferating conflicts, sustaining peace has become a complex task that demands a comprehensive approach which includes an understanding of the political process, safety and security, rule of law and human rights, social services, core government functions, and economic revitalisation. Anchored in the acknowledgement that communities continue to function and resist in conflict situations, this course will focus on exploring the political and safety and security dimensions of peace processes (including elections; inclusive dialogue; reconciliation approaches; and conflict management at national and subnational levels; disarmament, demobilisation and reintegration; and security sector reform) as well as the role played by different international organisations such as the UN in peacekeeping missions.

Recognizing that conflicts are not a linear process and bringing in the vantage point of local communities, the course will discuss the role of humanitarian, development, and peacebuilding actors in conducting activities with a triple nexus approach before, during, and after conflict. As described in Secretary General's Report on Our Common Agenda, a prevention agenda linking peace and security, human rights, gender equality, and climate and development while also demonstrating an understanding of factors that exacerbate local grievances and instability is critical to sustaining peace.

### LEARNING OUTCOMES

1. Analyze the role of political safety and security processes in building and sustaining peace.
2. Examine the role of various international and regional organizations in conflict prevention, peacekeeping and stability consolidation.
3. Understand key UN policies for sustaining peace, including our Common Agenda and Action for Peacekeeping (A4P) and their application in conflict settings.
4. Evaluate reconciliation approaches, inclusive dialogue, conflict management strategies and security sector reform at different levels of governance.
5. Identify the challenges and opportunities of the triple nexus approach (humanitarian-development-peace) in crisis management before, during and after conflict.
6. Critically reflect on the impact of cross-cutting factors such as human rights, gender equality, climate change and sustainable development in conflict prevention and resolution.

### LECTURERS



**Rafael Barbieri**  
Department of Peace  
Operations,  
United Nations



**Andrew Whitley**  
Executive Director  
Geo-Political Advisory Services



**Sébastien Coquoz**  
Elections and Conflict  
Prevention  
European External  
Action Service,  
(EEAS)



**Hans Thorgren**  
Senior Advisor,  
Folke Bernadotte Academy,  
FBA



**Mr. Stefan Aström**  
Head of DDR  
Programme, Folke  
Bernadotte Academy,  
FBA



**Fallckolm Cuenca**  
Head of Security Sector  
Governance and Reform,  
Folke Bernadotte Academy,  
FBA

## METHODOLOGY

The course uses a variety of methodologies, including lectures and presentations, debates, group work, practical and advanced role-playing sessions, outdoor activities, and simulation exercises.

## DIPLOMA

Participants who successfully complete the course will obtain an official diploma from the International University Centre for Peace Missions of Helsinki España.

---

### LOCATION

- Alfaz del Pi, Alicante, Spain

### DATE

- 9-13 June 2025

### COURSE DURATION

- 40 hours
- 8:30am-5:00pm Monday to Friday

### LANGUAGE

- English

### MINIMUM REQUIREMENT

- University degree or equivalent professional training.
- Fluency in English: B2+.
- Strong interest in international affairs.

### ACCOMMODATION

- Participants organize their own accommodation. However, Helsinki España will inform selected participants of the different accommodation options available.

---

### COST AND ENROLLMENT

- 1.200€ course fee.
- Meals and accommodation costs are NOT included.
- Applicants are also responsible for their visa-related costs.

### VISA PROCESS

In order to start with the visa process, participants must have paid all the course. Helsinki España will support participants with an invitation letter.

### ENROLLMENT PROCESS

Registration form must be sent to [iucpm@helsinkiespana.org](mailto:iucpm@helsinkiespana.org).

### PAYMENTS

- Individual courses must be paid in full.
- Participants are responsible for the cost of bank transfers and currency exchange.
- In case of cancellation prior to the start date of the course, please note that we unfortunately cannot reimburse you. You will be able to participate in future courses with that course credit.

### SCHOLARSHIPS

- Unfortunately, we cannot provide scholarships for this course. Participants (or their employer) must be able to cover the tuition fee.

## LECTURERS



### MR. STEFAN ÅSTRÖM

**INSTITUTION:** FOLKE BERNADOTTE ACADEMY (FBA)  
**POSITION:** HEAD OF DDR PROGRAMME

---

Stefan Åström is currently working as Head of the Disarmament, Demobilisation and Reintegration (DDR) program at the Folke Bernadotte Academy. Prior to this job, he worked at the OAS DDR Verification Mission in Colombia for more than 6 years, serving 4 years as Regional Office Coordinator at Headquarters.

Prior to that, he was an advisor to the Head of the Presidential Authority of "Red Solidaridad Social" in Colombia, regarding the sustainable return/reintegration of internally displaced persons. His previous experience includes working for UNDP in Colombia, UNHCR in Venezuela; CIMIC/SFOR in Bosnia; UN Military Observer, MINUGUA in Guatemala, and the Swedish Migration Board.

Stefan Åström holds a BA in Political Science and an MA in International Humanitarian Law.



### MR. SÉBASTIEN COQUOZ

**INSTITUTION:** EUROPEAN EXTERNAL ACTION  
SERVICE  
**POSITION:** ELECTIONS AND CONFLICT PREVENTION  
POLICY OFFICER

---

Sébastien Coquoz is a Conflict Prevention and Elections Policy Officer at the European External Action Service's Peace, Security and Defence Partnerships Division, deployed in Brussels since 2021 by the Swiss Expert Pool for Civilian Peacebuilding. He covers conflict prevention in Asia Pacific and electoral violence prevention globally. He coordinates country, regional and scenario analyses and electoral violence risk assessments, develops partnerships, builds internal capacity and advises EEAS hierarchy, EU services and Delegations on conflict prevention, mediation and dialogue support in countries at risk of electoral violence. He is also the focal point for conflict prevention trainings and collaboration with the UN.

From 2018 and 2021, he was the Peace, Elections and Democracy Adviser at the Swiss Federal Department of Foreign Affairs' Peace and Human Rights Division, where he coordinated the Swiss approach to conflict prevention and resolution in electoral, constitutional, and parliamentary processes. From 2013 to 2018, he worked as human rights officer and then head of a field office at OHCHR Colombia and programme officer at the Norwegian Refugee Council's Latin America office. He also worked on diplomatic affairs, mine action, human rights and money laundering in Peru, Switzerland, Norway and Indonesia. He studied International and European Law and Human Rights.



## **MR. RAFAEL BARBIERI**

**INSTITUTION:** DEPARTMENT OF PEACE OPERATIONS,  
UNITED NATIONS

**POSITION:** TEAM LEADER OF THE MEMBER STATES  
SUPPORT TEAM IN THE INTEGRATED TRAINING  
SERVICE

---

Rafael Barbieri is currently the Deputy Team Leader of the Member States support team in the Integrated Training Service of the United Nations Department of Peace Operations (UNDPO). Rafael's team oversees the development and delivery of mandatory and recommended pre-deployment training materials for UN Peacekeeping.

Mr. Barbieri has more than 30 years of progressively responsible experience in training and education and more than 25 years of experience in peacekeeping training. He has served in the UN Secretariat for 17 consecutive years.

Previously, Mr. Barbieri served in the army for almost three decades, mainly in the Special Forces. He graduated from the Military Academy as an infantry officer in 1985 and from the War College as Staff Officer in 2000. He commanded the deployment of troops in Cambodia (UNTAC) in 1993 and in DCR (MONUC) from 2002 to 2003. Rafael was the Director of the Uruguayan Peace Operations Training Centre from 2003 to 2005.

After he retired from the army in 2008, Mr. Barbieri was recruited by the United Nations as a civilian staff member, serving both at HQ and in the field. He served as chief of training in 2012 in Syria (UNSMIS). Rafael oversees the development and dissemination of key UN Specialised Training Materials (STM), including the UN Military Units; the Comprehensive Protection of Civilians; the UN Senior National Planners Programme; and Intelligence in Peacekeeping. During his assignment in the Secretariat, Rafael has led numerous training programmes and advised Member States on how to contribute to peacekeeping operations.

He holds a master's degree in military science and two university degrees in system analysis and computer engineering. He was a professor at the University in Uruguay from 1999 to 2002 in project management and computer science.



## **MR. FALLCKOLM CUENCA**

**INSTITUTION:** FOLKE BERNADOTTE ACADEMY  
(FBA)

**POSITION:** HEAD OF SECURITY SECTOR  
GOVERNANCE AND REFORM

---

Fallckolm is currently working at FBA with Rule of Law and Governance with a specific focus on Governance of the Security Sector. He has previously worked in diverse context such as Afghanistan, Colombia, Myanmar, Senegal, and most recently in Moldova to mention a few. His academic background is in International Relations and International Law.





## MR. ANDREW WHITLEY

**COUNTRY:** UNITED KINGDOM  
**INSTITUTION:** GEOPOLITICAL ADVISORY SERVICES  
**POSITION:** EXECUTIVE DIRECTOR

---

Andrew Whitley is the Executive Director of the consultancy firm, GeoPolitical Advisory Services. He was the interim Chief Executive of The Elders in March 2016 after serving five years as the organisation's Policy and Advocacy Director. He worked for the previous 16 years with the United Nations in East Timor, Kosovo, Gaza, Jerusalem, Geneva, and New York, concluding his UN career as Director of the Representative Office of UNRWA, the UN agency for Palestine refugees, in the United States. He was responsible for the Agency's relations with the United Nations System and the US and Canadian governments. He joined UNRWA in July 2002 as Director of External Relations, in charge of donor relations and resource mobilisation. During a 15-year career with the United Nations, Mr. Whitley first served with the Geneva based trade and development agency UNCTAD, as Chief of the Secretary-General's Office, before spending three years on field missions with the Department of Peacekeeping Operations. In January 2011, Mr. Whitley joined The Elders, an independent group of eminent global leaders who address issues of peacebuilding, human rights, and poverty alleviation worldwide, as its Policy and Advocacy Director.



## MR. HANS THORGREN

**INSTITUTION:** FOLKE BERNADOTTE ACADEMY (FBA)  
**POSITION:** SENIOR ADVISOR

---

Hans Thorgren is a Senior Advisor at the Department for Conflict Prevention at the Folke Bernadotte Academy (FBA) in Sweden. He recently returned to FBA after serving as Political Counsellor at the Delegation of the European Union to Colombia. He was previously Head of the DDR Programme at FBA and the Swedish National Defence College. He has served with several UN peacekeeping and peacebuilding missions and has contributed to various international DDR initiatives, e.g. the Integrated DDR Standards (IDDRS) for the United Nations, the Stockholm Initiative on DDR (SIDDR) for the Swedish Ministry for Foreign Affairs, and the establishment of the Integrated DDR Training Group (IDDRTG).

## PARTICIPATING INSTITUTIONS



# RISKS AND THREATS TO INTERNATIONAL PEACE.

## MODULE IV



## MODULE IV. RISKS AND THREATS TO INTERNATIONAL PEACE.

### KEYWORDS

**Transnational organised crime; economies of conflict; armed conflicts and prolonged crises; terrorism; armed groups labelled as terrorist; radicalisation, disinformation, modern conflicts.**

### ABSTRACT

The nexus between illicit arms, transnational organised crime, and armed conflict intensifies violence and erodes governance. Modern conflicts, influenced by geopolitical rivalries and the globalisation of crime, create environments where criminal economies, such as drug trafficking and illegal mining, flourish due to weak rule of law. These illicit activities, sustained by both state and non-state actors, fuel prolonged crises in regions like Afghanistan, Colombia, and the Sahel, where arms and financial resources flow freely across borders.

Geopolitical interests often exacerbate modern conflicts, with global powers backing factions that prolong instability for strategic gain. In regions like the Middle East and Eastern Europe, these rivalries fuel armed confrontations, making peaceful resolutions elusive and creating power vacuums exploited by terrorist organisations. Groups like ISIS and Al-Qaeda thrive in these destabilised regions, taking advantage of failed states and capitalising on social alienation, disinformation, and radicalisation. Disinformation, particularly spread through digital platforms, further amplifies conflict by polarising societies, undermining trust in institutions, and promoting extremist narratives.

Additionally, the "terrorist" label has become blurred in modern conflicts, complicating legal frameworks and humanitarian efforts. Armed groups are often mischaracterised, impacting aid delivery and exacerbating local violence. The course will explore these intersections of organised crime, terrorism, extremism, and disinformation within the context of modern conflicts, addressing their geopolitical underpinnings and impact on global security. Participants will engage with current strategies and international law responses to combat these interconnected threats.

### LEARNING OUTCOMES

1. Understand the different concepts and definitions of organized crime, terrorism and extremism, and the definition under different legal frameworks.
2. Get acquainted with the major financing mechanism of organized crime and its relations with existing conflicts.
3. Understand the legal implications of humanitarian, development and peacebuilding workers engaging with terrorist groups under different jurisdictions.
4. Explore the challenges of the international community's response to maintain peace and security and fight organized crime and terrorism.
5. Analyze the role of geopolitical rivalries and disinformation in exacerbating modern conflicts, including their impact on state stability, radicalization, and the spread of extremist ideologies.

### LECTURERS



**Charles Petrie**  
Former UN Assistant  
Secretary General



**Edgardo Buscaglia**  
Senior Research Scholar in Law  
& Economics,  
Columbia University



**Ted Howard**  
Senior Policy and  
Programs Advisor  
Global Affairs Canada

## METHODOLOGY

The course uses a variety of methodologies, including lectures and presentations, debates, group work, practical and advanced role-playing sessions, outdoor activities, and simulation exercises.

## DIPLOMA

Participants who successfully complete the course will obtain an official diploma from the International University Centre for Peace Missions of Helsinki España.

---

### LOCATION

- Alfaz del Pi, Alicante-Spain

### DATE

- 16-20 June, 2025.

### COURSE DURATION

- 40 hours
- 8:30am-5:00pm Monday to Friday

### LANGUAGE

- English

### MINIMUM REQUIREMENT

- University degree or equivalent professional training.
- Fluency in English: B2+.
- Strong interest in international affairs.

### ACCOMMODATION

- Participants organize their own accommodation. However, Helsinki España will inform selected participants of the different accommodation options available.

---

### COST AND ENROLLMENT

- 1.200€ course fee.
- Meals and accommodation costs are NOT included.
- Applicants are also responsible for their visa-related costs.

### VISA PROCESS

In order to start with the visa process, participants must have paid all the course. Helsinki España will support participants with an invitation letter.

### ENROLLMENT PROCESS

Registration form must be sent to [iucpm@helsinkiespana.org](mailto:iucpm@helsinkiespana.org).

### PAYMENTS

- Individual courses must be paid in full.
- Participants are responsible for the cost of bank transfers and currency exchange.
- In case of cancellation prior to the start date of the course, please note that we unfortunately cannot reimburse you. You will be able to participate in future courses with that course credit.

### SCHOLARSHIPS

- Unfortunately, we cannot provide scholarships for this course. Participants (or their employer) must be able to cover the tuition fee.

## LECTURERS



### MR. CHARLES PETRIE

**INSTITUTION:** INDEPENDENT CONSULTANT  
**POSITION:** FORMER UN ASSISTANT SECRETARY  
GENERAL

---

Sir Charles Petrie Bt, OBE is currently an independent consultant, specialising in human security. He holds a degree in International Affairs and Art History from the American College in Paris and a MBA from INSEAD. He has close to 30 years of experience working in conflict and famine settings, some of it with Médecins Sans Frontières and much of it with the UN system. From mid-2003 to the end of 2007, he was the UN representative in Myanmar. At the end of 2007, he was expelled from the country by the military for supporting the monks of the Saffron Revolution. Charles resigned from the UN at the end of 2010 as the Executive Representative of the Secretary-General for Burundi.

After leaving the UN, Charles was the special policy advisor to the President of Somalia, based in Villa Somalia Mogadishu (03/2011 - 09/2012). Subsequently and upon the new Myanmar government's invitation, he coordinated a mechanism set up to facilitate the discussions between the Government and the Ethnic Armed Groups (02/2012 - 03/2015). In March 2012, he was tasked by the UN Secretary-General to lead an internal review of the UN's actions in Sri Lanka during the last phase of the conflict. In the first half of 2015, he was designated as a member of a group of experts commissioned by the UN Secretary General to review the UN's Peacebuilding Architecture.

In August 2021, Charles published a book entitled "The Triumph of Evil", which relates the story of an attempt to hold a former UN official accountable for his alleged involvement in the murder of thirty-two people, including UN colleagues, during the 1994 Rwandan genocide.

He was named Officer of the Order of the British Empire (OBE) in the 2014 New Year's Honours list for services to international peace, security and human rights. Upon his request, he received the award in Mogadishu.



## **MR. EDGARDO BUSCAGLIA**

**INSTITUTION:** COLUMBIA UNIVERSITY  
**POSITION:** SENIOR SCHOLAR OF ECONOMICS AND  
LAW

---

Prof. Dr. Edgardo Buscaglia is a Senior Scholar in Law and Economics at Columbia University (NY, USA), a Visiting Senior Academic at Università degli Studi di Torino (Turin, Italy), a Professor at Universidad Nacional de Buenos Aires (Argentina) and the President of the "Instituto de Acción Ciudadana" (Mexico City, México).

Since 1991, Dr. Buscaglia has led programs with the United Nations and the World Bank, providing public policy advice to public and private sectors in 119 countries. He is focused on counteracting and preventing complex economic transnational crimes linked to political corruption and private sector corruption in countries including Afghanistan, Argentina, Colombia, El Salvador, Guatemala, India, Indonesia, Iran, Italy, Jordan, Lebanon, Mexico, Nigeria, Russia, Ukraine, and Yemen.

Dr. Buscaglia is also a philanthropist within civil society organisations, providing free assistance to victims of human trafficking. He also counters wildlife trafficking in his roles as President of the United States branch of the Wildlife Justice Commission funding corporation and as President of the "Instituto de Acción Ciudadana" in Mexico.

Dr. Buscaglia has published his findings as opinion editorials in well-known newspapers such as The Wall Street Journal, Washington Times, New York Times, and Financial Times, among others. He has also published his findings in more than one hundred peer-reviewed scientific papers and seven books.

In 1995, he also co-founded the Latin American Law and Economics Association and served on the Board of Governance of Transparency International (Berlin, 1995-99). Professor Dr. Edgardo Buscaglia received his legal postdoctoral training in the Jurisprudence and Social Policy Program at the University of California at Berkeley. He also received a master's in law and economics and a PhD concentrated in law economics from the University of Illinois at Urbana-Champaign.



## MR. TED HOWARD

**INSTITUTION:** GLOBAL AFFAIRS CANADA  
**POSITION:** SENIOR POLICY AND PROGRAMS ADVISOR

---

A high-performing leader with over 30+ years of progressive experience spearheading programs supporting the strategic objectives of the Government of Canada. Strong command of international relations with substantial exposure to public policy guidance, social performance and responsibility, regulatory frameworks, sustainable governance, indigenous relations, peace support, and security sector reform. Professional training development and educator with exemplary presentation skills.

Three major specialties include civil sector engagement, strategic communications and strategic partnership development. I provide a unique skill set with the ability to effectively implement multi-stakeholder proactive engagement, conflict mediation, regional and community development, public administration institutional reforms, capacity building, and social impact programs.

Core expertise lies in bench-marking regulations, analyzing policies and procedures, and frameworks, and overseeing project life cycle management. Consistently able to conceptualize innovative decision-making, robust planning, and strong relationship management orientation to help advance development at multiple levels of the government.

Beyond political and technical advisory competence, proven experience managing projects, budgets, governmental contingency funds, and specialty teams, in complex and unstable environments. Experienced negotiator.

## PARTICIPATING INSTITUTIONS



# HOSTILE ENVIRONMENT AWARENESS TRAINING (HEAT)

## MODULE V



UNIVERSITY  
NETWORK  
HELSINKI ESPAÑA

INTERNATIONAL  
UNIVERSITY  
CENTRE FOR  
PEACE  
MISSIONS

Centro  
Internacional  
Universitario para  
Misiones  
de Paz



# HOSTILE ENVIRONMENT AWARENESS TRAINING (HEAT)



## ABSTRACT

The HEAT program is a five-day training course where participants will learn how to effectively manage critical or emergency situations while deployed in hostile environments, through realistic simulations.

This training will fulfill the following objectives:

- To provide participants with the necessary skills to deal with situations in which armed conflicts arise, their key actors, and their impact on civilians.
- To improve participants' capacity in conflict resolution and protection of civilians in armed conflicts.
- To strengthen the competence and confidence of participants to deal effectively with high-risk or critical situations, as would be the case when working in peacekeeping missions.

## LEARNING OUTCOMES

**1. Understanding and Maintaining Security in High-Risk Environments:** Develop a comprehensive understanding of the interplay between physical and mental security in high-risk environments, with a focus on maintaining both under pressure and through crisis situations.

**2. Early Detection, Risk Assessment, and Management:** Gain expertise in the early detection and evaluation of risks, and learn to anticipate, tailor, and manage strategies effectively to address the unique challenges posed by hostile settings.

**3. Acquisition of Tools and Techniques for Crisis Management:** Acquire practical tools and techniques to ensure physical safety and manage mental health during crises, enhancing the ability to respond effectively in emergency situations.

**4. Building Resilience and Readiness through Experiential Learning:** Build the capacity to react confidently and competently to emergencies by leveraging the experience of simulated high-risk scenarios, fostering resilience and readiness for real-world challenges.

## METHODOLOGY

The training uses a variety of methodologies, including lectures and presentations, as well as simulation of real-life scenarios through role-playing exercises and drills. 75% of the course is practical and 25% is theoretical.

## LECTURERS

- Members of security forces.
- Medical staff and trauma psychology experts.
- Safety managers.

# HOSTILE ENVIRONMENT AWARENESS TRAINING (HEAT)

## CONTENT

- First aid and psychological first aid.
- Basic life support in the absence of medical personnel.
- Orientation, map reading, and GPS navigation.
- Procedures and means of communication (use of radios).
- 4x4 vehicle driving techniques.
- Driving in convoy.
- Stress management.
- Personal health care.
- Protection and response to threats of sexual violence.
- Set of threats, associated risks and personal security.
- Risk management.
- Mobile security: protection and security procedures when traveling in vehicles.
- Managing threats related to large concentrations of people, demonstrations, protests and riots.
- Hostage taking and survival.
- Kidnappings.



## LOCATION

- Segovia, Spain

## LANGUAGE

- English or Spanish

## DATES

- June 23-28, 2025

## COURSE DURATION

- 60 hours
- 08:00am-9pm  
**residential course**

## MINIMUM REQUIREMENT

- Professionals from the business and humanitarian fields who are or are going to be deployed in high-risk areas.
- Be able to work under pressure.

## ENROLLMENT PROCESS

- HEAT Registration Form.
- Resume/CV
- Recent digital photo, passport size.

## DIPLOMA

Participants who successfully complete the training will receive a diploma from:

- the **International University Center for Peace Missions** in HELSINKI ESPAÑA
- **NAEM, National Association of Emergency Medical Technicians.**

---

## COST AND ENROLLMENT

The **course fee is €2,000**, which includes the following:

- Full five-day HEAT training (classes, field trip, equipment, simulations, 4x4 vehicle driving).
- Meals and accommodation (shared room between two participants - 2 individual beds).
- Local transport (Madrid-Segovia-Madrid).
- All course materials.

The organization reserves the right to postpone or cancel the course if the minimum number of participants is not met or if trainers are unable to attend due to force majeure. In such cases, all registered organizations or individuals will receive a full refund.

## PAYMENTS

- Individual courses must be paid in full.
- Participants are responsible for the cost of bank transfers and currency exchange.
- **In case of cancellation prior to the start date of the course, please note that we unfortunately cannot reimburse you (visa related reasons included). You will be able to participate in future courses with that course credit.**

## VISA PROCESS

In order to start with the visa process, participants must have made all payments.

- HELSINKI ESPAÑA will support participants with a letter of invitation once the payments have been made. **In any case, obtaining the visa is the responsibility of the participant** and not of HELSINKI ESPAÑA.

## SCHOLARSHIPS

Unfortunately, we cannot provide scholarships for this course. Participants (or their employer) must be able to cover the tuition fee.

# SUPPLEMENTARY REACT SESSIONS

## Saturday Workshops



## SUPPLEMENTARY REACT SESSIONS. SATURDAY WORKSHOPS



**Michael Emery**  
Director of Human Resources  
UN Migration Agency

### LECTURE

Career Development

### DATE

TBC.

### ABSTRACT

In today's dynamic and competitive job market, strategic career development is essential for professional growth and success. In this session, Mr. Michael Emery, Director of Human Resources at the UN Migration Agency (IOM), will provide key insights into building a meaningful and impactful career, particularly within international organizations and the humanitarian sector.

The discussion will cover essential aspects of career planning, skill development, and navigating opportunities in global organizations.

Mr. Emery will share practical advice on leadership, adaptability, and the competencies required to thrive in diverse and multicultural work environments. Additionally, he will highlight recruitment trends, challenges, and strategies for career advancement in international institutions.

By the end of this session, participants will have a better understanding of how to position themselves for career success, leverage professional networks, and develop the skills needed to contribute effectively to global missions.



**Iftikhar Zaidi**  
Senior Lecturer,  
Centre for Defense Management and  
Leadership

### LECTURE

Leadership development for conflict prevention and peacebuilding.

### DATE

TBC.

### ABSTRACT

In an increasingly complex and volatile global landscape, leadership plays a critical role in conflict prevention and peacebuilding. This session, led by Dr. Iftikhar Zaidi from the Centre for Defence Management and Leadership at Cranfield University, will explore the essential skills, strategies, and mindsets required for effective leadership in fragile and conflict-affected environments.

The discussion will focus on how leaders can navigate political, social, and security challenges, foster inclusive dialogue, and promote sustainable peace through adaptive and ethical decision-making. Drawing on real-world case studies and practical insights, the session will highlight the importance of leadership development in strengthening institutions, enhancing resilience, and mitigating conflict drivers at local, national, and international levels.

By the end of the session, participants will gain a deeper understanding of leadership frameworks applicable to peacebuilding, as well as key competencies necessary to drive positive change in conflict prevention and resolution efforts.

## SUPPLEMENTARY REACT SESSIONS. SATURDAY WORKSHOPS



**Christine Gazzol**  
Human Resources  
UN Volunteers

### LECTURE

United Nations Volunteers.  
Individual Consultations

### DATE

June, 14th

### ABSTRACT

Volunteering with the United Nations offers a unique opportunity to contribute to global peace and development while gaining invaluable experience in the international arena. In this session, Ms. Christine Gazzol, a Human Resources specialist with UN Volunteers, will provide an overview of the volunteer recruitment process and guide students on how to successfully position themselves for a role within the UN system.

Through a series of one-on-one consultations, Ms. Gazzol will discuss the competencies and skills sought by the UN for volunteer roles, the expectations of candidates, and how to demonstrate suitability for these prestigious opportunities. She will also offer personalized advice on how to navigate the application process, prepare for interviews, and understand the various pathways into UN volunteer programs.

## LECTURERS



### MR. MICHAEL EMERY

**INSTITUTION:** UN MIGRATION AGENCY  
**POSITION:** DIRECTOR OF HUMAN RESOURCES

---

Michael Emery is currently the Director of Human Resources at the International Organization for Migration, the UN Migration Agency. He brings a wealth of experience to the role including in areas such as talent management, recruitment, performance management, HR services, administrative law, career development, and change management in geographically diverse contexts including West Africa, the Balkans, East Timor and at Headquarters in both Geneva and New York. Michael has a great track record of HR innovation in the UN system, and is currently the architect of the International Organizations Career Development Roundtable (CDR) having organised all 18 events.

Prior to joining the IOM, Michael served in various HR leadership roles including most recently the Director of Human Resources at the United Nations Population Fund (UNFPA), the Director of Human Resources at the International Organization for Migration (IOM), and Chief of Recruitment at the United Nations Development Programme (UNDP), and in several roles over 13 years with the Department of Peacekeeping Operations (DPKO), including head of Career Development and field roles in East Timor, ex-Yugoslavia and Liberia. Michael holds a Master's degree in Organizational Development and Training and a Bachelors of Education.



### MR. IFTIKHAR ZAIDI

**INSTITUTION:** CRANFIELD UNIVERSITY; CENTRE FOR DEFENSE  
MANAGEMENT AND LEADERSHIP  
**POSITION:** SENIOR LECTURER IN LEADERSHIP AND STRATEGY

---

Dr. Iftikhar Zaidi is the Course Director for Leadership and Management MSc for Cranfield University's Defence and Security Programme, as well as the Academic Director of the UK Ministry of Defence Strategic Leadership Program. He has given lectures and provided consults in areas of strategy, leadership, strategic management, and change, including in Cranfield University's prestigious Executive MBA Programme. In addition to a security focus, Dr. Zaidi also lectures on leadership development, strategy, and change in third-sector and commercial organisations across the world.

He holds a PhD in Defense and Security and an MSc in Global Security from Cranfield University. Prior to joining academia, he had a successful military career from 1982 until 2011 in the Pakistan Army. He then joined Durham University's School of Government International Affairs as a Research Fellow, and subsequently joined the Cranfield Centre for Defence Management and Leadership.



## **MS. CHRISTINE GAZZOL**

**INSTITUTION: UNITED NATIONS VOLUNTEERS (UNV)**  
**POSITION: HUMAN RESOURCES**

---

Christine Gazzol joined the humanitarian sector 18 years ago and worked around the world supporting humanitarian aid programmes in HR and Operations.

She holds a master's degree in Business and Finance Sciences, and currently finishing her CIPD diploma in people management.

Christine's career with the United Nations Volunteers (UNV) programme also gave her extensive experience working in a multicultural environment, and she is always motivated to share her HR/recruitment knowledge and talent-sourcing experience to help others achieve their full potential.



# CONTACT



**Helsinki España**

**[iucpm@helsinkiespana.org](mailto:iucpm@helsinkiespana.org)**

**Telephone: +34 915335455**

**+34 629544873**

**Helsinki España - Dimensión Humana**

**Calle de Santa Cruz de Marcenado, 11, 2º A, Madrid, C.P. 28015  
SPAIN**



[helsinkiespana](https://twitter.com/helsinkiespana)



[linkedin.com/in/helsinkiespana](https://linkedin.com/in/helsinkiespana)



[@helsinkiespana](https://www.instagram.com/helsinkiespana)



[Helsinki España](https://www.facebook.com/HelsinkiEspana)

