



1. Experience in the development sector: > 20 years

Mr Bruinsma is a senior consultant, advisor and trainer. He has over 20 years experience, with national and international exposure, in human, organisational and institutional capacity development. He provided advice and training to small- and medium size organisations, whereby he increased the visibility and outreach of public- and private enterprise. He has been responsible for monitoring and evaluation of performance and impact of development projects and programs.

During his assignments he developed capacity within Government Institutions and Non-Governmental Organisations, he streamlined internal systems and procedures and guided staff and management to effect changes. He is known for his reliable communication. He enhances democratic management in a multicultural setting. He uses creativity in searching for new ideas and solutions and has the ability to combine the practical levels with the policy level and contributes at both levels.

Combining social, conceptual and methodological competence in the most optimal way, with a professional, critical and self-reflective attitude, he contributed to development programs in Asia, Africa, former Yugoslavia and in countries of the former Soviet Union.

2. Name and address

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3. Family name: Bruinsma

4. First name: Jan

5. Date of birth: 26 June 1950

6. Nationality: Dutch

7. Education:

Institution Date from – Date to	Degree(s) or Diploma(s) obtained:
University of Amsterdam, the Netherlands 1999-1999	Part-time study Ethics (Department of Philosophy)
Institute of Social Studies, the Hague, the Netherlands 1986-1987	MA Agricultural and Rural Development
Sociale Akademie De Horst, Driebergen, the Netherlands 1979-1983	BA Social Work
HHM Maastricht, the Netherlands 1968-1972	Business and Hotel Management BA Business Administration

8. Special Courses:

Date	Description:
2002-2003	Analytical Psychology [SUW Nijmegen, the Netherlands]
1998	Self-Evaluation [Swiss Development Co-operation, Bern, Switzerland]
1997-1998	Understanding organisations in a changing environment [Swiss Development Co-operation, Bern, Switzerland]
1994	Institutional Development and Organisational Strengthening (ID/OS) [MDF Training & Consultancy BV, Ede, the Netherlands]
1994	Regional Workshop on Participatory Rural Appraisal. [Swiss Interco- operation, Sri Lanka]
1993	Seminar für Projektleitung, Projektplanung und Projektdurchführung [Swiss Interco-operation, Bern, Switzerland]

9. Employment record

Date from – Date to	Description:
2007-present	Free lance consultant, advisor and trainer
2001-2007	MDF Training & Consultancy BV, Ede, the Netherlands
2000-2001	ACT Churches, Utrecht, the Netherlands
1999-2000	ETC International, Leusden, the Netherlands
1998-1988	ISSAS, the Hague, the Netherlands
1993-1999	Swiss Intercooperation, Colombo, Sri Lanka
1990-1993	HIVOS, Bangalore, India
1987-1990	HIVOS, the Hague, the Netherlands
1984-1987	X-Y Movement, Amsterdam, the Netherlands

10. Language skills: On a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Dutch	1	1	1
English	1	1	2
French	2	2	2
German	2	2	3

11. Other skills: Computer literacy, **MS Word**

12. Present position: Free-lance Senior Consultant, Advisor and Trainer in Human and Institutional Development

13. Positions held:

Consultant, Advisor, Trainer, Facilitator, Coach, Evaluator, Team-leader, Policy Officer, Project Officer, Project Manager, Director, Regional Representative, Manager

14. Clients served include:

- Caritas Europe in Belgium
- Caucasus Environmental NGO Network (CENN) in Georgia
- Centre for Strategic Research and Development of Georgia (CSRDG) in Georgia
- Centre for Training and Consultancy (CTC) in Georgia
- CIF Santé in the Democratic Republic of the Congo
- COC International in The Netherlands, Moldova, Albania, Kosovo and in Serbia
- Cordaid in the Republic of Moldova and in The Netherlands
- ETC International Group in India
- EU trainees from Bosnia and Herzegovina in The Netherlands
- FNV (Dutch Federation of Trade Unions) in Pakistan
- GTZ, German Technical Cooperation in Sri Lanka and in Jordan
- HIVOS, in India Indonesia, Sri Lanka and in The Netherlands
- IAAC, Irish Aid Advisory Committee in Ireland
- ICCO, in the Kyrgyz Republic and in Kazakhstan
- ISSAS-ISS The Netherlands
- MCIC, Macedonian Centre for International Cooperation in Macedonia
- MCNV, Medical Committee Netherlands Vietnam in Vietnam and in The Netherlands
- MDF Training and Consultancy , East and Southern Africa (MDF ESA) in Rwanda
- MSF Belgium, Médecins sans Frontières in Belgium
- MSF Holland, Médecins sans Frontières in The Netherlands
- NOVIB (Oxfam Novib) in Georgia, Serbia and in Sri Lanka
- ONG-Record (a regional service rendering NGO) in Togo
- PSO, The Netherlands
- SDC, Swiss Development Cooperation in Pakistan
- SOW-Kerken, The Netherlands in the Kyrgyz Republic and in Kazakhstan
- Swiss Intercooperation in Peshawar, Pakistan and in Sri Lanka
- Trocaire in Ireland
- UMCOR Kosovo in Kosovo
- War Child Netherlands in Georgia
- WEMOS The Netherlands
- World Council of Churches in the Ukraine

15. Countries worked in:

Albania, Belgium, Democratic Republic of the Congo, Georgia, India, Indonesia, Ireland, Jordan, Kazakhstan, Kosovo, Kyrgyz Republic, Macedonia, Moldova, Montenegro, Pakistan, Rwanda, Serbia, Sri Lanka, The Netherlands, Togo, Ukraine, Vietnam.

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