

## Nicolaas A. HEEREN

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### **Director, manager and coordinator in INGOs and international solidarity organisations for empowerment, co-construction and inter-cultural approaches**

*Nicolaas Heeren (aged 62) is an engineer by training and has more than 30 years of experience in INGOs and international solidarity organisations through management, training and accompaniment of stakeholders and actors in the dynamics and programmes in local development in Africa, Asia and the Middle East.*

*After a period in the field (Bangladesh 1987-89 and Sierra Leone 1990-92) for an British NGO, he arrived in France in 1992 to work for among others Handicap International (Director of Programmes, Methods and Techniques) and the CIEDEL (International Study Centre for Local Development) associated to the Catholic University of Lyon. In the latter institute, where he rose to the post of Director, he lectured various modules (globalisation, project management, evaluation and capitalisation techniques) and implemented numerous support and expertise missions for NGOs, Development agencies, the European Commission, local governments and other players in Africa and Asia. Between 2015 and 2019 he was in charge of international partnerships with players in Indonesia, East Timor and Myanmar (Burma) at the CCFD-Terre Solidaire.*

*Currently based in France and in the continuation of his professional engagement, he works on social and development issues in societies (ecologically sustainable models, agro-ecology, climate change, gender and inclusion, IGAs, appropriate technology) in the triangle between civil society, economic actors and public authorities through capacity building, skill-transfer and accompaniment of local development dynamics using innovative methods and approaches which respond really to the needs while empowering and facilitating the emergence of local actors.*

*Since August 2020, Nicolaas Heeren is Director of International Partnerships and member of the Board of Directors of the CCFD-Terre Solidaire and in that capacity also Director and member of the Board of Directors of the SIDI, Investment Society.*

## MAIN SKILLS AND COMPETENCES

### **Management and leadership International development NGO**

Organisational support and capacity building, leadership, team cohesion

Coordination, direction and facilitation of organisations

Management of multicultural teams

Institutional partner management, interface with different actors, incl. national and local authorities

Programme and project management

- Handicap International: Director of Programmes, Methods and Techniques for 52 country programmes, staff and international budget; Strategy development; Change management; General management; Representation & communication; Fundraising
- CIEDEL: Director of the Institute; Director of Studies; Strategic and general management; Representation
- ISF, General Delegate; Facilitation local groups; Institutional funding
- VSO, Field Officer (Deputy Director) for 25 volunteers; Leadership and accompaniment

### **Facilitation and professional training for local NGOs and local authorities.**

Elaboration of training programmes, curriculum development, pedagogical tools

Facilitation, training, lecturing in multicultural settings

Methodological support and training development for/with NGOs

- CIEDEL: Responsible or lecturer for the Training Modules on: Implementation of local development support organisations & Institutional CB; Project Cycle Management; Evaluation/impact studies; Globalisation and its local manifestations; Gender and development.

### **Partnership coordination**

Partner organisation and counterpart identification, relation building, networking and coordination

Capacity building and distance support

Identifying and obtaining institutional donor support

- CCFD: coordination of 26 local NGOs and OSCs and movements in Indonesia, Timor Leste and Myanmar. Institutional donor support (France, Europe) for 9 partners (2M€)

### **Feasibility studies, evaluations, capitalisation for NGOs and Local Authorities**

Institutional environment diagnosis, strategic analysis of development actors and processes, support methods, management.

In the framework of decentralised cooperation and its actors (local authorities, civil society actors, NGOs, universities, hospitals, companies).

- CIEDEL: West-Africa, East and Southern Africa, Asia (India, Bangladesh, Nepal, Cambodia, Laos, Indonesia). Classical evaluations; Participatory approaches, methodological innovation ("capitalisation"); for development and emergency programmes and actors; accompaniment and follow-up (training, adaptation,...)

### **Fund raising**

Public funds, European Union, Foundation and NGOs, UN, World Bank, private companies. Various countries: France, Switzerland, Luxemburg, Netherlands, Canada, USA

- For all former employers (notably ISF, CIEDEL, Handicap International, CCFD)

## **PRINCIPLE FIELDS OF ACTIVITY**

In support to (local) organisations and authorities working in:

- Agro-ecology, agro-forestry, climate change impact
- Community organisation, peasant organisations, fisherfolk organisations
- Basic services (water supply, health...), renewable energy, small-scale infrastructures,
- Technical training, informal sector support, livelihoods
- Inclusiveness, Gender, Migration, Disability, CBR, Minorities, Rights
- Human Rights
- Inclusive disaster risk reduction, resilience, emergency support

## **COUNTRIES WORKED IN**

*Long-term in **Bold***

**ASIA:** Afghanistan, India, **Bangladesh**, Nepal, **Cambodia**, Laos, Thailand, Malaysia, Indonesia, Timor Leste

**AFRICA:** Senegal, Mali, Burkina Faso, Guinea-Conakry, **Sierra Leone**, Ivory Coast, **Ghana**, Togo, Cameroon, Congo-Brazzaville, DRC, Rwanda, Burundi, Madagascar, Kenya. South Africa, Namibia

**EUROPE / MEDITERRANEAN:** France, Belgium, The Netherlands, Bosnia, Kosovo, Palestine, Lebanon, Morocco, Egypt

## **PROFESSIONAL EXPERIENCE CHRONOLOGY**

**Since 08/2020** **Director International Partnerships** at **CCFD-Terre Solidaire** – *Catholic Committee against Hunger and for Development, Paris, France*

**Member of the Board of Directors of the SIDI**, *Investment Society for International Development, Paris, France*

**2019 - 2020** **Director** PSE Institute (5 TVET Schools), Phnom Penh, Cambodia at **PSE** - *Pour un Sourire d'Enfant, Versailles, France*

**2015 - 2019** **Partnership Coordinator** for Indonesia, Timor-Leste and Burma/Myanmar at **CCFD-Terre Solidaire** – *Catholic Committee against Hunger and for Development, Paris, France*

**2006 - 2015** **Director, Lecturer and Consultant** at **CIEDEL** - *International Study Centre for Local Development, Lyon, France*

**2001 - 2006** **Director of Programmes, Methodologies and Techniques** at **Handicap International** – *Humanity & Inclusion, Lyon, FRANCE*

**1997 - 2001** **Course Director and Consultant** at **CIEDEL/UCLY** - *Catholic University of Lyon, FRANCE*

**1992 - 1997** **Director and Project Coordinator** at **ISF** - *Ingénieurs Sans Frontières, Paris, FRANCE*

**1990 - 1992** **Field Officer** at **VSO SIERRA LEONE** and **GHANA** - *Voluntary Service Overseas, London, UK*

- 1989 - 1990**     **Project Coordinator at TOOL Founcation** – *Technological Development Developing Countries, Amsterdam, THE NETHERLANDS*
- 1987 - 1989**     **Technical Adviser (VSO)** at *Assoc. of Private Non-Profit Trade Schools, Dhaka, BANGLADESH*
- 1983 - 1987**     **Project Advisor at TOOL Foundation, Amsterdam, THE NETHERLANDS**

#### **EDUCATIONAL BACKGROUND AND TRAINING**

- 1982**     Engineer, Utrecht, the Netherlands.
- 1987**     Centre for Alternative Technology, Machynlleth, UK. Appropriate Technology Training.
- 1990**     VSO, London, UK. Programme management & HR management.

#### **LANGUAGES**

- Dutch: mother tongue
- English: professional use
- French: professional use
- Indonesian: basic



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ICN BUSINESS SCHOOL 1990  
MSTCF 1990  
Anglais courant  
Allemand courant

## Directrice administrative et financière, associations et fondations

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### COMPETENCES

- ✓ Double expérience direction financière en secteur privé et dans l'ESS
- ✓ Management de la transformation, alliant rigueur et souplesse : réorganisation, capacité à motiver et à faire adhérer les équipes au changement
- ✓ Gestion sûre et calme des situations complexes
- ✓ Pilotage et exécution des projets transverses
- ✓ Capacité de décision et de conviction. Fort leadership, orienté résultats
- ✓ Communication avec les organes de gouvernances, les élus et les salariés, instauration d'un climat de confiance

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### EXPERIENCE

DEPUIS AOÛT 2021 : **CCFD-TERRE SOLIDAIRE, ASSOCIATION RECONNUE D'UTILITE PUBLIQUE**  
**170 SALARIES, BUDGET 40 M€**

**Directrice administrative et financière**

DEPUIS AOÛT 2021 : **SIDI (Solidarité Internationale pour le Développement et l'Investissement)**

**Co-gérante**

DEPUIS JUIN 2021 : **CREDIT COOPERATIF**

**Administratrice de la banque**

**Membre du Comité RSE-sociétariat**

NOVEMBRE 2013- JUILLET 2021 : **PLAN INTERNATIONAL FRANCE, FONDATION RECONNUE D'UTILITE PUBLIQUE**

**35 SALARIES, BUDGET 18 M€, MEMBRE DU RESEAU PLAN INTERNATIONAL PRESENT DANS 75 PAYS ET 895 M€ DE REVENUS, (PANTIN, 93)**

**Secrétaire générale, direction administrative et financière, direction des systèmes d'information et direction des ressources humaines**

JUIN 2009-OCTOBRE 2013 : **ONG SEL (SERVICE D'ENTRAIDE ET DE LIAISON), 20 SALARIES, BUDGET 5 M€, PRESENCE DANS 38 PAYS (BAGNEUX, 92)**

**Directrice administrative et financière en charge des systèmes d'informations et des ressources humaines**

OCTOBRE 2000-SEPTEMBRE 2004 : **GROUPE EMIN LEYDIER, SECTEUR PAPIER-CARTON, 1100 PERSONNES, 240 M€ DE CHIFFRE D’AFFAIRES** (OYONNAX, 01)

**Responsable du centre de comptabilité du groupe**

NOVEMBRE 1995-JUIN 1999 : **CABINET INPAC, CONSEIL EN STRATEGIE, GESTION DE PRODUCTION, INTEGRATION DE LOGICIEL, FORMATION** (LYON, 69)

**Responsable finance et contrôle de gestion**

NOVEMBRE 1990-MARS 1992 : **ONG DE DEVELOPPEMENT ODE** (OUAGADOUGOU, BURKINA-FASO)

**Responsable comptable**

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FORMATION

Diplômée de ICN Business School, spécialité finances-comptabilité (juin 1990)

Titulaire d’un Master des Sciences et Techniques Comptables et Financières (juin 1990)

Formations récemment suivies au sein du groupe Fédération Nationale des Banques Populaires (depuis septembre 2021) :

- Comptabilité bancaire niveau 1 et niveau 2
- Sécurité bancaire, conformité, lutte anti-blanchiment et anti-terroriste
- Efficacité du dispositif de gouvernance
- Mieux appréhender la banque (enjeux de contrôle interne, états financiers des banques, ratios)

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ET DE PLUS...

Sports de montagne : randonnée, vélo, ski, raquettes

Cuisine

55 ans, mariée, 3 enfants (30, 28, 23 ans)

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