



Europass Curriculum Vitae

Personal information

Surname(s) / First name(s)	Kjaerum, Morten
Address(es)	Galionsvej 1, 3, 1437 Copenhagen, Denmark
Telephone(s)	
E-mail	Morten.Kjaerum@rwi.lu.se
Nationality	Danish
Date of birth	30.03.1957
Gender	Male

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Desired employment / Occupational field

Work experience

Dates	April 2015 –
Occupation or position held	Director, Raoul Wallenberg Institute for Human Rights and Humanitarian Law, Lund Sweden
Dates	June 2008 – March 2015
Occupation or position held	Director, EU Agency for Fundamental Rights (FRA), Vienna, Austria.
Main activities and Responsibilities	<p>Strategic goals achieved:</p> <ul style="list-style-type: none">• Established and developed FRA into a unique EU institution which has obtained a clear position in the EU human rights landscape within a short period of time;• Developed sound research methodologies to underpin the assistance and expertise offered to EU institutions and Member States;• Established excellent working relations at all levels in EU institutions and Members States;• Developed a dynamic and fruitful interaction between FRA and statutory bodies and civil society;• Created a smoothly run well managed organisation meeting all the financial requirements and staff regulation; <p>Internal:</p> <ul style="list-style-type: none">• Management of app. 100 staff and a total budget of app. €20 mil;• Obtained progressively better reports from Internal Audit Service and the Court of Auditors – informally the Agency is ranked among the top 3 on administrative matters;• Changed the Agency from a compartmentalized to a highly integrated institution;• Created a unique 2 years planning scheme for annual work programs;• Serviced the Management Board, Executive Board, Scientific Committee and other bodies affiliated to the institution; <p>External:</p> <ul style="list-style-type: none">• External relations management: Relevant Commissioners and high level EU officials, MEPs, Ministers, parliamentarians, high level diplomats, CoE, UN and other IGO officials, national institutions and NGOs;• Facilitating that the findings from surveys and analytical works of the Agency reach the relevant persons and institutions responsible for the issue;• Facilitating strong complementarity and synergies between the work of FRA on the one side and CoE, UN and other EU Agencies on the other side.• Facilitating high level informal dialogues on key human rights topics such as the protection of irregular migrants, data protection and Roma;• Much demanded speaker throughout Europe and regular media contacts;
Name and address of employer	EU Agency For Fundamental Rights, Schwarzenbergplatz 11, 1040 Vienna, Austria
Dates	January 2003 – June 2008
Occupation or position held	Executive Director, Danish Institute for Human Rights (DIHR) and Co-director, Danish Centre for International Studies and Human Rights (DCISHR).

Main activities and responsibilities	<p>Strategic goals achieved:</p> <ul style="list-style-type: none"> • Developed a unique human rights institution, which ranks among the leading in the world; • As chairperson of national human rights institutions created the strongest human rights network in the world; • Respected as a leading scholar on human rights law and non-discrimination in particular; • Developed a horizontal approach to discrimination, which is now adopted in Denmark • Always kept budgets, low staff turnover and low level of sick leave. <p>Internal:</p> <ul style="list-style-type: none"> • Management of app. 100 staff and a total budget of app. €12 mil; • Co-management of app. 350 staff and a total budget of app. € 20 mil; • Strategic planning; developing and capitalizing on the unique feature of DIHR which is the interaction between research and practical human rights work nationally and internationally; • Servicing the Board of Directors and other political bodies affiliated to the institutions; • Creating common values, visions and goals in an international and multi- ethnic staff. <p>External:</p> <ul style="list-style-type: none"> • External relations management: Ministers, parliamentarians, high level diplomats, EU, CoE, UN and other IGO officials, corporate sector, national institutions and NGOs; Member of the EU network of independent experts monitoring compliance with the EU Charter on Fundamental Rights • Participating in both EU and Danish human rights dialogues: China, Iran and India; • Hosted EU secretariat for the EU-China Human Rights Expert Dialogue and the EU-Iran Human Rights Expert Dialogue; • Facilitating collaboration between diverse groups and institutions in a number of networks nationally and internationally; Chairing the International Group of National Human Rights Institutions (2003-07) • Much demanded speaker both nationally and internationally; from local NGOs to major universities and developed innovative communication strategies with media contact several times a week
Name and address of employer	The Danish Centre for International Studies and Human Rights, Strandgade 56, 1401 Copenhagen K., Denmark
Type of business or sector	National Human Rights Institution and Research Institute

Dates	January 1991-2003
Occupation or position held	Executive Director, the Danish Centre for Human Rights (DCHR).
Main activities and responsibilities	<p>Strategic goals achieved:</p> <ul style="list-style-type: none"> • Developed a small domestic institution into and internationally respected institution which could meet the new human rights challenges; • Set a new agenda domestically and internationally based on dialogue between different stakeholders – governments, civil society, corporate sector etc.; • Created an institution where staff feel appreciated and stimulated; • Always kept budgets <p>Internal:</p> <ul style="list-style-type: none"> • See above for DIHR; • Economic management and fund raising in rapidly growing institution (1991: € 0.3 mil., 2002: € 12 mil.); • Staff management in a rapidly growing institution (1991: 5, 2002: 85). <p>External:</p> <ul style="list-style-type: none"> • See above for DIHR; • Developing understanding nationally and internationally for the new human rights agenda; • Developing new strategies, methodologies and programs to implement human rights at local level: Acted as advisor to the Minister of Justice in South Africa (1994-99), Minister of Interior in Serbia (2001–04), numerous Chinese institutions and other countries • Initiating national, regional and international networks of national institutions and NGOs e.g. the Balkan Human Rights Network; the Euro-Mediterranean Human Rights Network, The European Network of National Human Rights Institutions (chairperson 1997-2002) • Developing working relations with EU, CoE, UN and other regional and international IGOs e.g. partner in the EU-China Judicial Program
Name and address of employer	The Danish Centre for International Studies and Human Rights, Strandgade 56, 1401 Copenhagen K., Denmark
Type of business or sector	National Human Rights Institution and Research Institute
Dates	1985-1991
Occupation or position held	Head of the Asylum Department, The Danish Refugee Council
Main activities and responsibilities	<p>Internal:</p> <ul style="list-style-type: none"> • Strategic planning; • Servicing the Board of Directors; • Part of senior management in an organisation with app. 2000 staff members • Building a new department with new functions; • Staff and economic management in a growing institution; • Directing the institution in relation to a politically sensitive area. <p>External:</p> <ul style="list-style-type: none"> • Building relations to Danish governmental and non-governmental institutions in relation to refugee protection; • Building European network of refugee organisations; • Building relations with EU, CoE, and the UN e.g. involved in discussions on EU regulation on refugees and asylum seekers; • Counselling asylum seekers; • Extensive media contact.
Name and address of employer	The Danish Refugee Council, Borgergade 10, Copenhagen, Denmark
Type of business or sector	NGO
Dates	1984-1985
Occupation or position held	Legal advisor, The Danish Refugee Council
Main activities and responsibilities	Building a legal advice function in the organisation as well as documentation centre on human rights violations in the countries of origin for people seeking asylum in Denmark.
Name and address of employer	The Danish Refugee Council, Borgergade 10, Copenhagen, Denmark
Type of business or sector	NGO

Education and training

Dates 1977-84
 Title of qualification awarded Master of Law
 Name and type of organisation providing education and training University of Aarhus, Law faculty, Denmark

Personal skills and competences

Mother tongue(s) **Danish**

Other language(s)

Self-assessment

European level ()*

English

French

German

Spanish

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user
C1	Proficient user	C1	Proficient user	B1	Independent user	B1	Independent user	A2	Basic user
C1	Independent user	C1	Independent user	B1	Basic user	B1	Basic user		
B2	Independent user	B1	Independent user						

(*) *Common European Framework of Reference for Languages*

Social skills and competences

Team work:

- I have strong skills in intercultural negotiation, team-work and diplomacy. These skills have been developed further through my membership of the UN Committee on Elimination of Racial Discrimination. (Elected by State parties first time in 2002 and re-elected in 2006). The committee works on the basis of consensus.
- As chief manager for most of my active working life I have acquired strong skills in facilitating, stimulating and coaching team work.
- Facilitator: I have been chairman of both the European (1997-2002) and International (2004-07) networks of National Human Rights Commissions and have in both cases facilitated the creation of very strong networks;
- I have been a highly active participant in EU human rights dialogues: China, Iran and India as well as in Danish driven human rights dialogues – most recently between a number of National institutions from the Arab world and EU countries.
- For 10 years 1998-2008 I facilitated a successful collaboration between DIHR and the corporate sector, which has situated DIHR internationally among the leading institutions in relation to human rights and business.

Respect:

- Having been involved in human rights capacity building in a large number of countries I have learned to respect and work with differences while upholding fundamental principles at the same time.
- Developing an active diversity policy has given me the skills to create an atmosphere of inclusion and recognition.

I see opportunities, options and challenges rather than risks, barriers and problems.

Organisational skills and competences

I have developed DIHR and FRA from small organisations into large internationally recognized institutions which has taken organisational skills at all levels;

I have an extensive personal global network.

I have received extensive training in general management, strategic planning and human resource management including at Wharton business school, University of Pennsylvania (2006).

Computer skills and competences

I use most modern computer programs.

Other skills and competences

I am a highly experienced speaker and lecturer with 50-100 lectures, presentations or speeches annually for at least 15 years:

Have lectured on human rights in EU law, discrimination, corporate sector and human rights etc. in e.g.:

- Europe: Danish Universities, Oxford University, Sorbonne, University of Zürich, University of Milan and numerous other places
- USA: Columbia Law School, North Eastern University, Suffolk University, World Bank, University of Washington, University of Minneapolis
- China: Universities in Beijing, Shanghai, Guangzhou, Changsha

Additional information

I have published extensively on fundamental rights and human rights in general, refugee protection and non-discrimination in particular in both national and international journals and books. Among recent articles are:

- Human Rights Politics in Times of Confusion, how to move forward., in Zeitschrift für Menschenrechte Nr. 1 2017;
- From International Law to Local Communities: The Role of the United Nations in the Realization of Human Rights, in the UN Chronicle 2016;
- The UN reform process in an implementation perspective, in Human Rights in Turmoil, Martinus Nijhof Publishers 2007

A full list of publications can be provided if requested

Member of numerous boards of directors and advisory boards nationally and internationally.

- Chairperson, UN Voluntary Fund for Technical Cooperation (VFTC) in the Field of Human Rights and of the Universal Periodic Review (UPR) Trust Fund for Financial and Technical Assistance.
- Chairperson, Board European Council on Refugees and Exiles, 2015-
- Board of Institute for Human Rights and Business, London, 2015-
- CSR Advisory Board, The International Investment Fund for Developing Countries, Denmark, 2006-2008
- Editorial boards e.g. EU law and Human Rights Law (EU-ret & Menneskeret), Denmark 1994-2003

A full list of professional memberships and a list of references can be provided if requested.

I have received several awards and prizes from minority groups in particular:

- The Grand Decoration of Honour in Gold with Star from the President of the Republic of Austria
- The prize from the organisation of the elderly
- The prize from the association of disabled in Denmark
- The prize from religious minorities
- The innovation price

A full list of prizes can be provided if requested

For my 50 year birthday a book of 500 pages with a foreword by Mary Robinson was made in my honour.

Family status: Married with Professor Ph.D. LLD. Mette Hartlev. We have two sons, Asger (born 1982) and Alexander (born 1985).

Long distance skier – participated several times in Wasa loppet (the Wasa run) (90 km) and other sports

Annexes