



Gregor Maaß

CONSULTANT in conflict transformation
and peacebuilding

PORTFOLIO

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PROFILE

Areas of expertise: Conflict consulting, conflict analysis, project planning, strategy advice, concept development, risk and security management, facilitation, mediation, training

Languages: German, English, Spanish

Experience abroad: Colombia, Peru, Mexico, Guatemala, Nicaragua, Honduras
Nepal, Sri Lanka, Turkey, India, Philippines (remote)
Kenya, Zimbabwe, Western Sahara, Mozambique

University degree: Post-graduate in development studies, Advanced Centre for Rural Development (SLE), Humboldt-University of Berlin /2006
MA Geography, Political Science, Latin American Studies
Humboldt-University of Berlin, Free University of Berlin /2005

PROFESSIONAL EXPERIENCE

since 08.2014 **Freelance consultant and trainer**

12.2010 – 07.2014 **German Agency for International Cooperation (GIZ) – PERU**
Adviser for natural resource conflict management. Civil Peace Service (CPS) secondment for the governmental Ombudsman

01.2007 – 10.2010 **Freelance consultant and trainer**

SELECTED WORK ASSIGNMENTS

2022 **Forum Civil Peace Service (forumZFD) – GERMANY**
Conflict consulting in municipalities of Lower Saxony (since 2017)

2022 **VfB Salzwedel, Competence centre local conflict counselling – GERMANY**
Expert advisor for local conflict counselling projects (since 2021)

2022 **SLE, Humboldt-University Berlin – GERMANY**
Training "Conflict transformation and peacebuilding" (annually since 2016)

2022 **Akademie für Konflikttransformation – GERMANY**
Training „Systemic conflict analysis“ (annually since 2018)

2022 **Bread for the World – GERMANY**
Module "Shrinking Space", preparatory training for seconded professionals

- 2021-2022 **FAKT / GIZ– GUATEMALA, HONDURAS (remote)**
Consultancy for GIZ Guatemala and Honduras on Conflict Sensitivity
- 2021 **GIZ / forumZFD – PHILIPPINES (remote)**
Facilitation and preparation of the CPS interagency country strategy
- 2020 **GFA Consulting Group – INDIA**
Peace and Conflict Assessment (PCA) for KfW forestry project (since 2018)
- 2020-2021 **KfW Development Bank – COLOMBIA (remote)**
Ex-post-evaluation, slum upgrading and conflict transformation programme
- 2020 **World Peace Service (WFD) – SIMBABWE, KENIA (remote)**
Online-Trainings/Coaching conflict-transformation, -analysis, and -sensitivity
- 2019 **Regional Planning Society Oderland Spree – GERMANY**
Facilitation of regional energy conference on the energy turnaround
- 2018 **World Peace Service – ZIMBABWE**
Evaluation of CPS Country Programme in Zimbabwe
- 2018 **Bread for the World – GERMANY**
Training of peace workers before engagement with partner organizations
- 2017 **Nepal Dialogue Forum for Peace and Human Rights – GERMANY**
Evaluation of the lobby- and advocacy network NDF
- 2017 **CSSP Berlin Center for Integrative Mediation – GERMANY**
Conflict analysis and project design for mediative dialogue work in Berlin
- 2017 **Forum Civil Peace Service – WESTERN BALKAN**
Support/facilitation of a conflict analysis of the Western Balkan Programme
- 2017 **Misereor – COLOMBIA**
Project evaluation in the field of human rights and extractive industries
- 2017 **Council of Europe Development Bank (CEB) – TURKEY**
Team leader, impact assessment of rural irrigation systems
- 2016 **GIZ – GERMANY**
Elaboration of a summarizing conflict analysis, Honduras
- 2016 **Swedish Fellowship for Reconciliation (SWEFOR) – WESTERN SAHARA**
Project evaluation in the field of peace building and non-violence
- 2016 **Peace Brigades International – NEPAL**
Concept of a capacity development programme for human rights defenders
- 2015 **Caritas Switzerland (CACH) – COLOMBIA**
Evaluation and strategic review of the country programme
- 2015 **Bread for the World / Protestant Development Service – SRI LANKA**
Feasibility study for a new Civil Peace Service programme in the country
- 2015 **Peace Brigades International – MEXICO**
Trainer for conflict management and mediation (e-learning & face to face)
- 2015 **Peace Brigades International – KENIA**
Strategic advice for the protection of human rights defenders
- 2014 **European Union – Programme EUROsociAL II – NICARAGUA**
Advanced mediation training for mediators of the Supreme Court of Justice

- 2014 **Caritas Switzerland – COLOMBIA**
Participative planning and design of a human rights protection programme
- 2013 **SLE, Humboldt-University – COLOMBIA**
Team leader, research on the reparation of victims of the armed conflict
- 2010 **Eirene International Christian Service for Peace – GUATEMALA**
Proposal development for a CPS-exploration in Central America
- 2010 **Kontrair – GERMANY**
Review of country studies of the global evaluation of Civil Peace Service
- 2010 **Equipo de Estudios Comunitarios y Acción Psicosocial – GUATEMALA**
Training/advise for planning of psychosocial support projects for victims
- 2009-
2010 **AWO International – CENTRAL AMERICA AND MEXICO**
Training and advice on impact oriented project planning and monitoring for organizations of a regional programme for the prevention of youth violence
- 2009 **Fairbindung e.V. – GUATEMALA**
Training, production of participatory videos with former guerrilla members
- 2009 **Presidential Human Rights Commission (COPREDEH) – GUATEMALA**
Strategic development for the Department “Conflict analysis and mediation”
- 2009 **Kurve Wustrow – INDIA, NEPAL**
Feasibility study for the expansion of the volunteer programme „weltwärts“
- 2007 **Berghof Foundation – GERMANY**
Latin America Associate. Conflict analysis, support for consulting activities and advice on conflict sensitive programme management
- 2007 **Berghof Foundation – SRI LANKA**
Review and documentation of the project`s risk and security management
- 2005 **Peace Brigades International – NEPAL**
Feasibility study for a protection programme for human rights defenders
- 2003-
2004 **Peace Brigades International (PBI) - GERMANY**
Project officer for protection of human rights defenders, Mexico and Nepal

ADDITIONAL TRAINING

- 2018-
2019 **Kompetenzzentrum Naturschutz und Energiewende (KNE):** Mediation in the field of conflict of nature conservation and energy turnaround
- 2016-
2017 **Inmedio, CSSP:** Multitrack Peace Mediation. Training course on mediation with a focus on peacebuilding and development cooperation
- 2014 **Transcend Peace University:** Conflicts at the Micro-Level
- 2012-
2013 **Pontifical Catholic University of Peru:** Analysis, management and transformation of natural resource conflicts
- 2008-
2009 **University of Applied Sciences Potsdam:** Training in mediation and conflict coaching
- 2008 **Como Consult:** Capacity Works management model for sustainable development

PUBLICATIONS

Maaß, Gregor, Pilz, Mario. (2016): Returning to everyday life. People affected by the armed conflict in Colombia. E+Z, e-Paper N°. 8 2016, S. 29-31

https://www.dandc.eu/sites/default/files/pdf_files/2016-08_dc.pdf

Maaß, Gregor (2015): Fragen auf dem Grund eines Stausees. In: Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH (Ed.): Change for Peace. Bonn: p. 60-62

https://www.giz.de/Entwicklungsdienst/de/downloads/zfd_Buch_final_ebook.pdf

Maaß, Gregor (2014): Manual. Curso de Formación de Formadores para Mediadores en Derecho Civil y de Familia. European Union Programme EUROsociAL – Latin America Regional Programme for social cohesion

<https://namati.org/resources/manual-mediadores-derecho-civil-y-de-familia/>

Maaß, Gregor/ Montens, Katharina/ Hurtado, Daniel/ Molina, Alejandra/ Pilz, Mario/ Stegemann, Judith/ Vieira, Juan (2014): Entre reparación y transformación:

Estrategias productivas en el marco de la reparación integral a las víctimas del conflicto armado en el Oriente de Caldas, Colombia. Publication series SLE N° 256

<http://edoc.hu-berlin.de/series/sle/256/PDF/256.pdf>

Maaß, Gregor/ Stubbe, Lars (Ed.) (2009): Contra Continental. Der Widerstand der mexikanischen Euzkadi-Arbeiter gegen den deutschen Reifenkonzern, Köln/Karlsruhe: Neuer ISP-Verlag 2009

Maaß, Gregor (2008): Reflecting on Risk and Security Management. A learning case based on the experience of the Berghof Foundation for Conflict Studies in Sri Lanka.

https://acceptanceresearch.files.wordpress.com/2010/10/berghof-foundation-for-peace-support_reflecting-on-risk-and-security-management-20081.pdf

Kilwing, Magdalena/ Maaß, Gregor (2007): Armutsminderung durch Straßenbau? In: Entwicklung und Ländlicher Raum, 06/2007, p. 28-29

https://www.sle-berlin.de/files/sle/publikationen/ELR_dt_28-29_01.pdf

Fiege, Karin/ Berling, Saskia/ Cumbana, Ivo/ Kilwing, Magdalena/ Maaß, Gregor/ Quitzow, Leslie (2006): Armutsminderung durch ländlichen Straßenbau? Eine

Wirkungsanalyse in der Provinz Sofala, Mosambik. Publication series SLE N° 221

<http://edoc.hu-berlin.de/series/sle/221/PDF/221.pdf>