

PERSONAL INFORMATION

Paul GROHMA



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 <https://www.wahlbeobachtung.org/>

Sex male | Date of birth 31.07.1971 | Nationality Austrian

JOB APPLIED FOR  
POSITION  
PREFERRED JOB  
STUDIES APPLIED FOR  
PERSONAL STATEMENT

Researcher / project coordinator / ROM expert

WORK EXPERIENCE

2020 **ROM (Results Oriented Monitoring) – medium evaluation expert** (KOMIS / DG DEVCO European Commission)

2010 – 2019 **Médecins Sans Frontières (MSF)** Consultant: Evaluations and qualitative field studies / field reporting

2013 – 2020 **Election-Watch.eu** - Board member and co-founder of advocacy group for electoral reforms and civic education; research and reporting coordinator; treasurer; fund raising; media relations

2006 – 2020 **European Commission / EUROPEAID** - Long Term Observer for EU election observation missions

2006 – 2012 **peace promotion Ltd.** - CEO of media production company for human rights related contents

2005 – 2006 **Vienna Institute for International Dialogue and Cooperation (VIDC)** - Press Officer (cultural department)

2004 – 2005 **United Nations (UN-DPKO / UNV)** - Electoral expert; technical assistance; Provincial Electoral Advisor (Electoral Unit ONUB)

2003 – 2004 **OSZE / ODIHR** - Electoral observer in Azerbaijan and Russian Federation

EDUCATION AND TRAINING

1994 – 2001 Studies of Social Sciences; University of Vienna; Master of Philosophy Institute for Social- and Cultural Anthropology (Social- and Cultural Anthropology, Colonial History, Sociology and Oriental Studies)

1989 – 1994 Studies in History of Art / apprenticeship (Conservator of Wall Paintings)

1981 – 1989 Modern language gymnasium Albertus Magnus Vienna (Graduation)

Further education

2018 Médecins Sans Frontières (MSF Austria) Training: Evaluation of humanitarian programs

2013 - 2014 Austrian Ministry for Defence Academy (LAVAK) Arabic course (B1)

2012 Médecins Sans Frontières (MSF Austria) Training: NVIVO Data analysis for qualitative research

2010 Network for Enhanced Electoral and Democratic Support (NEEDS); Brussels (EUROPEAID) EOM Long Term Observer Training

2009 Médecins Sans Frontières (MSF Belgium) Health Promotion Training

2008 Human Rights Education Associates (HREA) Research and evaluation in the NGO sector

2007 ADA (Austrian Development Agency) Logical Framework Analysis (PCM training)

2006 RedR International; London - Needs Assessment for Disaster Management

2003 – 2005 Austrian Study Centre for Peace and Conflict Resolution (ASPR Stadt Schläining) International Peacekeeping and Human Rights Trainings

- Mediation and Conflict Resolution
- Child Protection
- Media Development
- Mission Preparation Training

2001 – 2003 Austrian Oriental Society Hammer-Purgstall (ÖOG) Academic Course on Oriental Studies

**PERSONAL SKILLS**

**Anthropological research and reporting** (9 years experience in medical anthropology, public health, community participation, social impact assessment, conflict analysis, socio-economic surveys)

**Monitoring and evaluation** (16 years experience of election monitoring and reporting, election observation, assessments and evaluations of democratization and community participation projects)

**Electoral expert** / technical assistance for elections (UN-DPKO peacekeeping missions / electoral support, civic and voter education, training for electoral staff, election observation missions)

**Civic education** (voter education and democracy support; board member of NGO wahlbeobachtung.org for civic education and advocacy for electoral reforms)

**Public information** (press officer / author / journalist / media producer)

Mother tongue(s) German

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
	Replace with name of language certificate. Enter level if known.				
French	C2	C2	C1	C1	C1
	Replace with name of language certificate. Enter level if known.				
Arabic	B2	B2	B1	B1	B2

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user  
[Common European Framework of Reference for Languages](https://www.cedefop.europa.eu/en/common-european-framework-reference-languages)

Communication skills

- good communication skills gained through experiences as qualitative researcher, project manager and trainer / lecturer for Democracy and Human Rights. Trainer for Public Health / health promotion
- Sound experience in public information, journalism and press relations

Organisational / managerial skills

- leadership of civil society organization (currently responsible for a team of 4 people)
- leadership in election observation missions (coordination of short term observers 4 – 12 people)
- leadership in research and evaluations projects (coordinating remote researchers)
- project design for research and evaluations projects

Job-related skills

- good command of quality control processes and data bases (results oriented monitoring and results reporting for DG DEVCO)
- Accounting and proposal writing skills for civil society organizations

Digital skills

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem solving
PROFICIENT USER	PROFICIENT USER	PROFICIENT USER	INDEPENDENT USER	<b>Enter level</b>

Levels: Basic user - Independent user - Proficient user

[Digital competences - Self-assessment grid](#)

Replace with name of ICT-certificates

- good command of office suite (word processor, spread sheet, presentation software)
- good command of photo editing software gained as a professional photography assistant

Other skills

Sound **reporting and drafting skills** in German, English and French

Proficiency in **qualitative research** / evaluation design / interviewing / analysis and drafting of surveys

Profound knowledge of international **electoral systems, standards and processes**

Extensive **field experience** (15 years of field studies in Africa, Middle East and the Caribbean)

Working and living experience in **post conflict and crisis countries** (incl. safety & security trainings)

Working experience with **cross-cutting medical topics** (Covid-19, HIV/AIDS, maternal health, paediatrics, trauma surgery, primary health care) in development contexts

Experience with **political analysis** and cooperation with / research on **political and administrative institutions** in development contexts

**Intercultural awareness** and proven ability to work in multinational environments

Strong social skills / teamwork / networking

Reliability / punctuality / ability to meet deadlines

Driving licence A / B