

CURRICULUM VITAE

PERSONAL ADDRESS

Name **Ronald Keersmaekers**
 Address *Roekensstraat 12
 B-1820 Melsbroek
 Belgium*

Birthday *2 October 1972*
 Nationality *Belgium*

Phone *+32 (0)476.43.71.78*
 E-mail ronald.keersmaekers@gmail.com



FORMAL EDUCATIONAL QUALIFICATIONS

- Bachelor degree Computer Science (1990-1993) *Rega Instituut
Sint Maartensdal 96
B-3000 Leuven
Belgium* Graduated in 1993
- Bachelor degree Social Worker (1993-1996) *Katholieke Hogeschool Leuven
Departement Social Science
Option Social Cultural Work
Groeneweg 151
B-3001 Heverlee
Belgium* Graduated in 1996

PROFESSIONAL COMPETENCES

Training competences*

Training area	Training level 2015			
	L*	M	H	VH
Intercultural learning				X
Team building				X
Group dynamics				X
Communication and negotiation skills			X	
Social skills				X
Fundraising			X	
Assertiveness skills				X
Project management				X
Personal development				X
Leadership training				X
Training for Trainers				X
Outdoor Education				X
Conflict management				X
Experiential learning				X
Citizenship education			X	
Human Rights Education			X	
Working around anti-racism, xenophobia and exclusion, ...				X

* L= Low, M= Medium, H= High, VH= Very High

* Feeling comfortable to carry out & assist training programs in the above mentioned areas.

Personal competences

Personality area	level 2015			
	Personal			
	L	M	H	VH
Flexibility				X
Empathy				X
Open minded				X
Communicative				X
Diplomacy skills			X	
Intercultural Learning competence				X
Team worker/member				X
Team leader				X
Independent				X
Creativity				X
Team management skills				X
Project management skills				X
Interview skills			X	
Writing skills				X
Patience			X	
Ability to work under pressure				X
Travel minded				X

* L= Low, M= Medium, H= High, VH= Very High

LANGUAGE SKILLS

	<i>Reading</i>	<i>Talking</i>	<i>Writing</i>	<i>Understanding</i>
English	Excellent	Excellent	Excellent	Excellent
Dutch (mother tongue)	Excellent	Excellent	Excellent	Excellent
French	Good	Basic	Basic	Good
German	-	-	-	Good

COMPUTER SKILLS

Word 2007, Access 2007, FrontPage, Dreamweaver MX, PowerPoint 2007, Outlook, Excel 2007, Windows XP – VISTA and 7, Publisher 2007, Internet Explorer.

WORK EXPERIENCE

(most recently)

From 1 December till

Freelance Trainer

From 1 January '12 till 1 November '14

JINT vzw

Project officer Youth in Action

Since 2012 I am involved again in the Youth in Action team at JINT. Till the end of 2013 I've been working on the organization of the EVS training cycle (European Voluntary Service) as coordinator of the arrangement for the different trainings throughout the year. Also I was responsible for the several network trainings among the National Agencies that our agency was organizing : SOHO training, Newcomers training for new staff officer in agencies, Cut the Ice Training, ... etc. From 2013 I'm also involved as coordinator for the National Agency of the evaluation commission for the Youth in Action projects. Meaning supervising, coordinating and training of the assessment group we are working with for assessment of applications.

From the 1th of January 2014 I'm also involved in the practical transition of the assessment process towards the new Erasmus+/Youth in Action program. From this time on I'm also partly working on the EVS action: supportive approach of our agency towards new- and existing EVS organizations.

From 1 September '09 till 31th December '11

JINT vzw

**Project officer
cultural agreements,
cooperation Flanders - South-
Africa**

Since the 1th of September I shifted internally at JINT towards the position of project officer Cultural Agreements. Here I was responsible to develop programs for delegations coming to Flanders in the framework of the cultural agreements that Flanders has with several European countries. Next to that I was involved in the cooperation that Flanders has with South-Africa.

From 1 May '09 till 1th September '10 November

JINT vzw

**Project officer
Youth in ACTION
ACTION 4.3, 3.1
AND TCP**

From the 1th of may 2009 I was working as a project officer in the Youth in Action team of the national agency in Brussels. I was responsible for the network trainings, seminars, training courses and other educational projects under action 4.3, 3.1 and TCP (training and cooperation plan between the NA's in Europe). I coordinate, guide, and facilitate several projects under this action in the NA.

From 1 March till 30 November '08

JINT vzw

**Project officer
Capacity Building
Training course
South Africa**

See below. The same Capacity Training course. In 2008 this training took place from 12 till 22 of October '08.

From 13 April '07 till 16th januari '08

JINT vzw

**Project officer
Capacity Building
Training course
South Africa**

Responsible for the development of the Capacity Building training courses for the cultural agreement that Flanders has with South Africa. From the 19th till the 29th of October '07 we organized again a capacity building training course for 16 participants coming from the 4 community-art centers from 4 provinces out of South Africa. In the next 3 years, the Flemish government will support these 4 community centers in their development. My task will be to develop and implement 3 new Capacity Building Training courses in Flanders. 2 of them will take place in 2008 and 1 training will take place in 2009. This job is a part-time job.

From 13 April till 30 October 2006

JINT vzw

**Project officer
Capacity Building
Training course
South Africa**

Flanders has since many years an intensive cultural agreement with South Africa. In 2006 I was responsible to implementation of the Capacity Building Training course '06 for 16 South Africa policy makers from the 9 different provinces over there. I not only responsible for the practical implementation, but also for the content, the search for 8 work practice places, the financial management and the contacts between the National Youth Commission and the Flemish Government. The training itself took place from the 13th till the 23th of October '06.

From 24 October 2005 till 31 March 2006

JES Stadslabo vzw

Trainer

As trainer for JES Stadslabo I was responsible to develop a training course for long term unemployed young people towards an education of City Animator. This pilot project was subsidized by the Flemish VDAB (Flemish Service for Unemployment). Socials

skills, personal development, job attitude, conflict management, intercultural learning, etc. where all elements which were included into our training course.

From 1 October 2002 till 6 October 2003

JINT vzw

Project responsible

Project officer responsible for Youth Exchanges and Youth Initiatives and Inclusion at the National Agency JINT vzw (the national agency in Flanders which is responsible for the implementation of the YOUTH programme of the European Commission).

From 7 February till 31 December 2001

JINT vzw

Project responsible

From February till December 2001 I've been working worked as a **Project Officer EU presidency for JINT vzw** in Brussels. I was responsible to organise and managing the colloquium "Hebe's Dream : a future for young people in Europe" under the Belgium Presidency of the EU. This colloquium was organised together with the ministries of the 3 different communities in Belgium (Flemish-, French- and German speaking community) and the European Commission. The main aim of the colloquium (which took place from 26 till 28 of November in Gent, Belgium) was to discuss the "White Paper on Youth Policy" for the first time with all the different actors involved in the process (youngsters, youth experts, youth ministries, responsible policy makers, European Commission, Council of Europe, ... etc). 350 people from 34 countries were present at this meeting.

1 July 1997 till 1 July 1998

**Preventie dienst Stad Vilvoorde
Grote Markt z/n
1800 Vilvoorde**

Youthworker

I've been working for 1 year as a **youth worker** for the prevention division of the City Council of Vilvoorde (15km from Brussels) with social disadvantaged youngsters. My task was to offer the non-organised youth accessible free time possibilities, with a lot of attention to problem youth. This was very visible in one of the suburbs of the city (Houtem) where young people had a lot to suffer under extreme bad social conditions. Unemployment, single parents, violence at home towards the children, drugs abuse, drop out in school, and a lot of racism amongst the different cultures which were living in the suburb, were regular problems with whom I was confronted during my work.

Further work experiences

- Since 2003 I work regularly for a small Pan-European training organisation The Knot (www.theknotweb.net). The Knot is an ngo specialised in delivering training courses for young people and youth workers (professional as volunteer) all over Europe and beyond. We're specialised into intercultural learning, project management, conflict management and outdoor education through experiential learning.
- From 2010 I'm also starting to work as a private training consultant using experiential learning as a way to learn and develop personal skills (www.experiential-learning.eu).

TRAINING EXPERIENCE

Team member

- November 1998: « **The role of youth towards building up a multicultural society** » place : Lisbon (Portugal)
- April 1999: Co-teacher in a training course given by the Vocational High school of Tornio (Finland) Topic « **Global Youth work** »
- May 1999: Long term training course « **Internet Technologies, giving a boost to Virtual European Youth Networks** » Place : Kortrijk (Belgium)
- July 1999: « **The European youth meeting for young people from the Baltic and the Benelux countries** », Place : Munsbach (Luxembourg). Topics: intercultural learning, stereotypes, prejudices, conflict management ...
- November 1999: « **I'm the one** » seminar. Place : Malle (Belgium), for VFJ (Flemish Federation of Youth clubs). Topics : Youth cultures and its diversities, intercultural learning
- January 2000: « **International Youth Exchange in Practice** » Place : Krynica (Poland). Topics : Project management , Intercultural learning as a tool in working with social disadvantaged youngsters
- February 2000: « **EVS Short Term : from Puzzled till Jigsaw Puzzle** » Place : Brussels (Belgium), organised for JINT vzw. A training course about how to involve social disadvantaged young people in EVS Short-Term projects.
- July 2000: « **Training of Youth workers in International project management in the framework of the corporation between the Benelux-, Baltic states, Romania, Hungary and Poland** » in Munsbach (Luxembourg), for youth workers of the Benelux countries, Baltic countries and Hungary, Poland and Romania
- April 2002: « **Project management in YAP projects** » in the European Youth Centre Strasbourg (France) for YAP (Youth Action for Peace) ngo. Contracted by the Council of Europe as an external educational advisor.

- June 2002: **“General project management for setting up language courses for Lingua Franca”**, a training course for WSCF-E (World Student Christian Federation – European Region) for teachers and course organisers.
- November 2002: **“European Citizenship and young people”**. Place : Latvia Partners : Russia, Belarus, Poland, Latvia, Ukraine, Belgium, Greece.
- June 2003: Training day around **Intercultural Learning in Youth Exchanges**, Lokeren, Belgium
- July 2003: **“The European Youth convention”**, member of the team that was taking care of the practical implementation of the youth convention. Place : Brussels, Belgium.
- August 2003: Training course : **“All 4 One – One 4 All : Experiential learning through Outdoor Education”**. Place : Lithuania Partners : Latvia, Lithuania, Belarus, Ukraine, Poland, Greece, United Kingdom and Belgium.
- October 2003: **Contact making seminar** for youth workers. Place : Velm, Austria.
- January 2004: **“Embedded Conflict Management; From a growing potential to a potential for growth”**, training course about conflict management in organisations. Place: Zmina, Ukraine.
- February 2004: **Short Study visit to Flanders Youth work** (From the National Agency) : Sport as a pedagogical method in Youth work. Place : Flanders, Belgium.
- March 2004: **“The Intercultural Fun Experience”**, a youth exchange between Flanders, The Netherlands, Armenia and Georgia. Place : Kobuleti and Kutaisi, Georgia.
- May 2004 : **“Promoting Intercultural Youth Actions”**, a long term training courses for youth workers in setting up local, national of international collaboration projects. Place : Pénestin, France.
- August 2004: **“The BBS co-operation training”**, training course for youth workers about project management in using the YOUTH programme of the European Commission, Place : Arkhangelsk, Russia.
- September 2004: **“Towards the Within”**, a training course on Outdoor education and Experiential learning for youth workers working with social disadvantaged youngsters, Place : Snovjanka, Ukraine.
- October 2004 : **“The way to a New Approach”**, a training course for Youth workers, working with unemployed youngsters and drop-out of schools. Place : Solleftea, Sweden.
- November 2004 : **“Make a Step Forward”**, a training course on Human Rights Education methods. Place : Tbilisi, Georgia.
- May 2005 : **“Why Not 1!”**, a contact making seminar organised by SALTO Resource Centre Eastern Europe/Caucasus. Place : Sigulda, Latvia.
- June 2005 : **“Path to Equality Land”**, a training course on Human Rights Education. Place : Tbilisi/Georgia.
- July 2005 : **“Draw the Network”**, a study visit to the youth work in Georgia. Place : Tbilisi, Georgia.
- August 2005 : **“Go On! A training course around Outdoor education and Experiential learning for youth workers working with Social Disadvantaged Youth”**. Place : Samukas, Lithuania.
- July 2006: **“A way to learn form each other”**, training on basic Human Rights Education. Place: Tbilisi, Georgia.
- February 2007: **“The EURU co-operation training”**, a training course on project management and intercultural learning. Place: Arkhangelsk, Russia.
- March 2007: **“Creating cooperation for Youth in Action”**, a contact making seminar for youth leaders. Place: Solleftea, Sweden.
- July 2007: **“The Caucasus co-operation training”**, a training course on project management for youth workers from Belgium, Georgia, Armenia and The Netherlands. Place: Tbilisi, Georgia.
- December 2007: **“Diversity and Inclusion training for school students”**, a training course in diversity management and inclusion in schools from the British Council in Belgium. The project was developed for school children from 13-15 years old from 5 different schools in Flanders (Belgium).
- February 2008: **“European Diversity and Inclusion seminar”**, a international seminar on diversity management and inclusion in schools from the British Council in Belgium. Countries involved: Belgium, Greece, Spain, Great-Brittan, The Netherlands and Italy.
- May - June 2009: **“Go On Outdoor - part II”**. A training course on outdoor education for youth workers from Belgium, Romania, Hungary, The Netherlands, Czech Republic, Slovakia. Place: Romania.
- July 2009: **“Embeded Conflict Management: from growing potential to a potential of growth”**. A training course on conflict management for youth workers from Belgium, Sweden, Romania, Georgia, Armenia and Azerbedjan. Place: Tbilisi, Georgia.
- August 2009: **“Embeded Conflict Management: from growing potential to a potential of growth – part II”**. A training course on conflict management for youth workers from Belgium, Sweden, Georgia and Belarus. Place: Solleftea, Sweden.
- January 2010: **“Let’s meet the street”**. A training project that will take place in April 2010 in Nairobi/Kenya. This training project will bring 33 youth workers together for a training around intercultural learning and intercultural competences as a way in working with street children to take them away from street violence and drugs abuse.
- April 2010: **“Let’s meet the street”**. A training course on Conflict Management and working with street kids. Place: Nairobi, Kenya. The evaluation meeting for this project took place in October 2010 in Lima/Peru.
- November 2010: Workshop to the Youth council of Genk (Belgium) concerning motivation of youth council members.
- September 2011 : **“The Way to a New Approach”**, a training course for youth workers working with unemployed young people to discover possibilities how to work with this target group. Countries involved: Belgium, Sweden, Italy, Belarus, Ukraine and Russia. Place: Arkhangelsk, Russia.
- April 2012 : **“Let’s go to Siberia”**, a training course for youth workers working with unemployed young people to discover possibilities how to work with this target group. Countries involved: Belgium, Sweden, Italy, Belarus, Ukraine and Russia. Place: Arkhangelsk, Russia.
- December 2012 : **“Embeded Conflict Management: from a growing potential to a potential of growth”**, a training for youth workers, social workers, teachers, ngo persons from Belgium, Russia, Sweden, Italy, Ukraine and Russia”. Place: Bakuriani/Georgia.

- June 2013 : **“Go On! Outdoor education and experiential learning for youth and social workers working with disadvantaged groups of people”**. A training on outdoor and experiential learning methods as a way to work with disadvantaged groups of people on their self-development. Place: Dilbeek/Belgium.
- September and December 2013 : 2 training courses on **Conflict Management and conflict resolution**. On in LECCE (south of Italy) the 2nd in Itri (Middle of Italy).
- February 2014 : **“Get ready for the future: a training course on project management for youth workers”**. Place: Dilbeek/Belgium.
- May 2014 : “Go On – outdoor training and experiential learning”, for youth and social workers working with disadvantaged groups of people on their self-development. Place: Bakuriani/Georgia.
- September 2014 : Training course on “Youth, Diversity and Dialogue” in Belgium.
- December 2014 : Training course on “Conflict management for youth worker’s in Belgium.

UPCOMMING

- 2015 : 1th step of a long term training course on Outdoor education and Experiential Learning in Georgia.
Training course on project management in Khabarovsk/Russia.

Corporate training experience

- Microsoft SM&P, Teambuilding day, June 2006.
- Kraft Foods Belgium, group dynamics and teambuilding, October 2007.
- Brady, group dynamics and teambuilding, feedback, strengths and weaknesses, April 2008 in France
- Microsoft SM&P, Adventure weekend with teambuilding and group dynamics, May 2008 in France.
- Van Heck Interpieces, group dynamics and teambuilding, November 2008.
- HP CDS, teambuilding weekend, November 2008.
- Job Link, groupdynamics and conflict handling, October 2009.
- IBZ, Federal Government of Belgium, Internal Affairs, department Migration – teambuilding and group dynamics day + norms and values of working people and their relation towards higher and lower echelons, November 2009.
- IFE Benelux, working in teams, 2008, 2009 and 2010.

Gaining training experience through following training courses:

- January '97 : A short study visit to Iceland « **Youth work in the winter in Iceland** »
- October '97 : Training course in Ohrid (Macedonia) « **The process of intercultural learning, methodologies for working against racism, exclusion and xenophobia, and project management for international youth projects** »
- November '97 : Training course in Munsbach (Luxembourg) « **Benelux (Belgium, The Netherlands, Luxembourg) and Baltic (Latvia, Lithuania, Estonia) training concerning developing international exchange projects** »
- December '97 : Training course in Brussels (Belgium) « **Intercultural Learning** »
- January '98 : Seminar in Kiljava (Finland) : « **Working with immigrants** » : June '98 : Second edition of the Training course between the Benelux and Baltic countries in Estonia « **Developing international exchange projects + Intercultural learning** »
- October '98 : Short seminar in Tallinn (Estonia) « **Training of Youth workers in an Estonian vocational high school** »
- November '98 : Seminar in Berlin (Germany) « **Theatre techniques as a tool in Youth work** »
- 13/8/98 till 7/5/99 : **EVS (European Voluntary Service) in Kanneljärven Opisto** (Vocational High school) in Lohja (Finland) for 9 months
- March 2000 : **Study visit to the youth work in Georgia** organised by Jemp (Belgium)
- November 2000 : **Long Term Training course for Ukrainian Youth NGO Leaders and Civil Servants in Charge of the Youth Questions phase 1**, organised by the Council of Europe in Kiev (Ukraine).
- May 2001 : **Long Term Training course for Ukrainian Youth NGO Leaders and Civil Servants in Charge of the Youth Questions phase 3**, organised by the Council of Europe in Chernigov (Ukraine)
- September '01 : **“Bridges for Training”** : a training event organised in Bruges (Belgium) were Trainers and National Agencies of the Youth programme of the EU were present.
- December 2001 : **Second Consultative Meeting of the DJS Trainers’ Pool of the Council of Europe** in Budapest (Hungary)
- February 2002 : **“Training for trainers : looking at ethics in training”** organised by ICYE Europe in the European Youth Centre Strasbourg (France)
- May 2004 : **“youthNET-CIS seminar”**. A seminar for establishing the youthNET-CIS network, organised by Interkulturelles Zentrum. Place : Vienna, Austria.

Long Term Training courses :

- Long Term Training course « **Training for Trainers for European Youth Projects** » a co-operation of the partnership programme of the European Commission and the Council of Europe.

1. **Phase 1** : seminar in Austria from 1 till 9 may 1999 « the new YOUTH programme and the possibilities + basics how to develop training projects »
 2. **Phase 2** : developing of concrete training project ideas in each country
 3. **Phase 3** : seminar in European Youth Centre in Budapest (Hungary) from 3 till 12 September 1999 « project management & the role of the trainer »
 4. **Phase 4** : Implementation of the developed training projects « EVS-Short Term Training course, from Puzzled till Jigsaw Puzzle, in Brussels from 8 till 13 January 2000) »
 5. **Phase 5** : seminar in Pisa (Italy) from 25th of march till 2nd of April 2000 « Evaluation and follow-up of the training course »
- Participant of the **ATTE training course** (Advanced Training for Trainers in Europe, <http://www.training-youth.net>), a co-operation of the partnership of the European Commission and the Council of Europe. The following phases will take (and already) place :
 - **Introductory Seminar** (07-11 November 2001, EYCB : European Youth Centre Budapest)
 - **Laying the Foundations Seminar** (10-20 January 2002, EYCS : European Youth Centre Strasbourg)
 - **ATTEntion! here we go! -- Theory and Practice of Training Seminar** (07-17 May 2002, Radovljica, Slovenia)
 - **ATTEmpting the possible -- Interim Evaluation and Future Strategy Meeting** (07-12 October 2002, EYCB)
 - **Workpractise I : "United Citizens of Europe"**. Training on European Citizenship and young people. Place : Roskosz, Poland, December 2002.
 - **Different pATTEerns -- Consolidation and Development Seminar** (January 2003)
 - **Workpractise II : All 4 one – one 4 All : training course on outdoor education and experiential learning.** Place : Samukas, Lithuania, august 2003.
 - **Quality training product** : the establishment of the new pan-European Training organisation "**The Knot**". Website : www.theknotweb.net.
 - **A Talent To Emerge -- Quality Assessment Seminar** (October 2003)

MEMBERSHIPS

- Member of the **Trainers pool of the Council of Europe** directorate Youth and Culture since October 2001.
- Trainer for The Knot (www.theknotweb.eu) a pan-European training organization, focused on skill development for youth workers, adult education,