

CURRICULUM VITAE

Personal information	
Family name(s)	Mikkelsen
First name(s)	Mildrid
Nationality(ies)	
Sex	Male ☐ Female ☒
Relevant qualifications summary ¹	More than ten years of experience in the identification, protection and assistance of victims of trafficking in Norway and internationally. Extensive knowledge of the Council of Europe Convention on Action against Trafficking in Human Beings, gained through policy, advocacy and operational work. As Director of ROSA, Norway's national support programme for victims of trafficking, I contributed information and expertise to GRETA's monitoring and evaluation visits to Norway. In my current role, I collaborate with partner organisations in Ukraine, East Africa and Colombia to develop and strengthen programmes aimed at preventing human trafficking and supporting victims.
Current professional activity	
Start date	01.02.2021
Name and address of employer	Forum for Women and Development (FOKUS), Storgata 11, 0155 Oslo, Norway
Sector of activity	Development Cooperation: FOKUS is a competence and resource centre working to strengthen the rights of women and girls through development cooperation in East Africa, Latin America, and Ukraine. FOKUS also engages in advocacy in Norway and internationally through global platforms and networks.
Occupation or position held	Programme Director
	-Head of Programme Unit and Programme Staff. Overall responsibility for FOKUS' regional offices in Latin America and East Africa. -Responsible for the professional and strategic development of the programme portfolio within the thematic areas of human trafficking, violence against women and girls and harmful practices (VAWG), sexual and reproductive health and rights (SRHR), women, peace and security (WPS), and women's economic rights. -National and international advocacy efforts. Regular engagement with government ministries and the Norwegian Agency for Development Cooperation (Norad). Delivering presentations and lectures nationally and internationally. Represented civil society as a member of Norway's official delegation to the United Nations Commission on the Status of Women

¹ Please provide a summary (100 words maximum) of your qualifications relevant for membership of GRETA.

	(CSW) in New York in 2025. Leading the organisation and coordination of international conferences, including an international conference on Women, Peace and Security held in Oslo in May 2025
Relevant previous professional activity/activities²	
Dates	01.02.2009 – 31.03.2015 and 01.02.2016 – 31.01.2021
Name and address of employer	Krisesentersekretariatet (Norwegian Shelter Secretariat / ROSA. Mariboes gate 13, 0183 Oslo, Norway
Sector of activity	Assistance and protection to victims of trafficking: ROSA was established as part of the National Action Plan against Human Trafficking and is operated by the Norwegian Shelter Secretariat. It coordinates assistance and protection services for victims of human trafficking throughout Norway, irrespective of gender, gender identity or expression, and the form of exploitation experienced.
Occupation or position held	Director
Main activities and responsibilities	<u>-Directed the day-to-day operations</u> of ROSA, including strategic planning, staff coordination, budget management, and financial and narrative reporting. <u>-Identified victims of trafficking</u>: Conducted interviews with possible victims of human trafficking and provided ongoing support and follow-up. <u>-Oversaw the delivery of victim support services</u>, including safe accommodation, legal and financial assistance, and a national 24-hour helpline. <u>-Built and maintained strong partnerships</u> with government ministries, law enforcement agencies, NGOs, and other key stakeholders within the anti-trafficking sector. <u>-Advocated for the rights of victims of human trafficking</u> through policy engagement and consultation responses to Norwegian authorities on legal and social protection measures. Contributed to strengthening national awareness and policy development on human trafficking and exploitation through strategic advocacy and stakeholder engagement. Internationally, represented Norway at the 10th Anniversary of the Council of Europe Convention on Action against Trafficking in Human Beings in Strasbourg (2018) and participated in the Expert Group Meeting with the CEDAW Committee in Helsinki (2019). <u>-Represented ROSA in the media and public debate</u>, including interviews with major national media outlets. <u>-Delivered lectures, presentations, and panel contributions</u> at national and international conferences and seminars. International engagements included speaking at the Latin American Conference on Human Trafficking, Puebla, Mexico (2010); the National Conference on Human Trafficking, Tallinn, Estonia

² Add separate entries for the most relevant professional activities, starting from the most recent.

	(2013); the Arctic Conference for Women's Organisations, Finland (2016); the Modern Slavery Day Conference, Iceland (2017); and the Women of the World Conference, London (2017). Delivered presentations to the Parliament of North Macedonia, Skopje (2011), and the Danish Parliament, Copenhagen (2013). Moderated a panel at the Growing Threat of Trafficking in Women Conference, Brussels (2016), and participated in a roundtable discussion organised by the Norwegian Embassy in Buenos Aires, Argentina (2012). <u>-Designed and delivered training for police services, public authorities, and civil society organisations in Bulgaria, Lithuania, Norway, South Africa, and Sweden on human trafficking, victim protection, and related issues.</u>
Relevant previous professional activity/activities	
Dates	01.04.2015-31.01.2016
Name and address of employer	UN Women Colombia, Calle 84A #10-50, Piso 5 Bogotá, Colombia
Sector of activity	Gender equality: UN Women is the United Nations entity dedicated to gender equality and the empowerment of women.
Occupation or position held	Gender Adviser
Main activities and responsibilities	<u>-Represented UN Women in UN coordination mechanisms</u> (UN clusters), advancing gender mainstreaming across humanitarian and development programming, including the development of indicators to monitor and evaluate GBV interventions. <u>-Travelled regularly to conflict-affected areas to assess protection needs and ensure humanitarian responses addressed gender-based violence (GBV).</u> Engaged with internally displaced women and children, identified survivors of sexual violence and human trafficking, and coordinated protection, referral pathways and assistance with local authorities and humanitarian actors. <u>-Worked closely with government institutions, UN agencies, and local stakeholders to strengthen protection mechanisms</u> for survivors of gender-based violence and human trafficking. <u>-Designed and delivered training for UN personnel and public authorities</u> on GBV prevention and response, human trafficking, victim identification and protection measures in conflict-affected settings.
Relevant previous professional activity/activities	
Dates	01.02.2005-31.01.2009
Name and address of employer	Forum for Women and Development (FOKUS), Storgata 11, 0155 Oslo, Norway
Sector of activity	Development Cooperation: FOKUS is a competence and resource centre working to strengthen the rights of women and girls through development cooperation in East Africa, Latin America, and Ukraine. FOKUS also

	engages in advocacy in Norway and internationally through global platforms and networks.
Occupation or position held	Programme Adviser
Main activities and responsibilities	-<u>Managed projects</u> focused on human trafficking, female genital mutilation (FGM), Women, Peace and Security, and violence against women and girls, including human trafficking projects in Mexico, Italy, Mali and Moldova. -<u>Prepared funding applications and donor reports</u> in collaboration with partner organisations, ensuring compliance with programme and reporting requirements. -<u>Conducted monitoring visits and provided technical support</u> to partner organisations on project design, implementation, monitoring and evaluation. -<u>Contributed to the planning and delivery of international conferences</u> and high-level events on gender equality, human rights and anti-trafficking. -<u>Engaged with national authorities, civil society organisations and donors</u> to strengthen cooperation and advance policy and programme objectives. -<u>Represented the organisation in international forums</u>, including as a speaker at the United Nations General Assembly Thematic Debate on Trafficking in Persons (2008).
Relevant additional responsibilities³	
Dates	01.01.2004-31.01.2005
Name and address of organisation/body	Temporary International Presence in the City of Hebron (TIPH). The Observer Mission's mandate expired, and it has subsequently ceased its activities.
Sector of activity	International observer mission
Position held	Finance Officer
Main activities and responsibilities	-Responsible for budgeting, financial management, and financial reporting.
Relevant additional responsibilities	
Dates	01.07.1999-30.05.2003
Name and address of organisation/body	Latin America Health Fund (LAHF): A now defunct Norwegian NGO supporting health initiatives in Latin America.
Sector of activity	Development cooperation
Position held	Project Coordinator
Main activities and responsibilities	-Led the organisation's office and staff, overseeing day-to-day operations and project implementation in close collaboration with local partner organisations. - Managed a diverse development portfolio, including rural infrastructure projects such as wells, aqueducts and latrines; agronomic support for small-scale farmers; women's gardening initiatives; revolving loan funds; support services for women subjected to domestic violence; and primary healthcare services.

³ Add separate entries for the most relevant responsibilities outside your principal professional activity, starting from the most recent.

	-Supported the organisational development and capacity building of partner organisations to strengthen programme delivery and long-term sustainability. -Developed and maintained partnerships with local stakeholders, community organisations and development actors to advance project objectives. -Represented the organisation in coordination meetings with international organisations operating in Nicaragua and with the Royal Norwegian Embassy.
Relevant additional responsibilities	
Dates	01.07.1998-31.12.1998
Name and address of organisation/body	The Norwegian Solidarity Committee for Latin America (LAG), Christian Krohgs gate 15, 0186 Oslo, Norway
Sector of activity	Human Rights: LAG is a Norwegian non-governmental organisation working in solidarity with social movements and partner organisations in Latin America.
Position held	International Observer in Guatemala
Main activities and responsibilities	- <u>Served as an international observer supporting the implementation of the Guatemalan Peace Accords</u> through a programme funded by the Norwegian Ministry of Foreign Affairs. Lived and worked in a remote Mayan community in an area heavily affected by armed conflict and human rights violations during the civil war. -<u>Monitored military activities and security developments</u> in conflict-affected Indigenous communities. -<u>Prepared regular situation reports and briefings</u> for the Royal Norwegian Embassy. - Engaged closely with Indigenous communities, local authorities and international stakeholders to support confidence-building and the local implementation of the peace accords.
Education / training⁴	
Dates	01.02.2020-30.06.2020
Title of qualification awarded	Course unit in Change Management
Principal subjects/occupational skills covered	Change Management
Name and type of organisation	University of South-Eastern Norway (USN)
Education / training	
Dates	01.09.1995-30.06.1996
Title of qualification awarded	Visiting Researcher
Principal subjects/occupational skills covered	-Conducted field research and collected empirical data for my thesis completed at the Norwegian School of Economics (NHH). -Taught introductory Economics courses to first-year university students.
Name and type of organisation	Autonomous Metropolitan University, Xochimilco Campus, Mexico City
Education / training	

⁴ Add separate entries for the most relevant courses you have completed, starting from the most recent.

B2 I can understand extended speech and lectures and follow even complex lines of argument provided the topic is reasonably familiar. I can understand most TV news and current affairs programmes. I can understand the majority of films in standard dialect.

C1 I can understand extended speech even when it is not clearly structured and when relationships are only implied and not signalled explicitly. I can understand television programmes and films without too much effort.

C2 I have no difficulty in understanding any kind of spoken language, whether live or broadcast, even when delivered at fast native speed, provided I have some time to get familiar with the accent.

Reading Skill:

A1 I can understand familiar names, words and very simple sentences, for example on notices and posters or in catalogues.

A2 I can read very short, simple texts. I can find specific, predictable information in simple everyday material such as advertisements, prospectuses, menus and timetables and I can understand short simple personal letters.

B1 I can understand texts that consist mainly of high frequency every-day or job-related language. I can understand the description of events, feelings and wishes in personal letters.

B2 I can read articles and reports concerned with contemporary problems in which the writers adopt particular attitudes or viewpoints. I can understand contemporary literary prose.

C1 I can understand long and complex factual and literary texts, appreciating distinctions of style. I can understand specialised articles and longer technical instructions, even when they do not relate to my field.

C2 I can read with ease virtually all forms of the written language, including abstract, structurally or linguistically complex texts such as manuals, specialised articles and literary works.

Spoken Interaction Skill:

A1 I can interact in a simple way provided the other person is prepared to repeat or rephrase things at a slower rate of speech and help me formulate what I'm trying to say. I can ask and answer simple questions in areas of immediate need or on very familiar topics.

A2 I can communicate in simple and routine tasks requiring a simple and direct exchange of information on familiar topics and activities. I can handle very short social exchanges, even though I can't usually understand enough to keep the conversation going myself.

B1 I can deal with most situations likely to arise whilst travelling in an area where the language is spoken. I can enter unprepared into conversation on topics that are familiar, of personal interest or pertinent to everyday life (e.g. family, hobbies, work, travel and current events).

B2 I can interact with a degree of fluency and spontaneity that makes regular interaction with native speakers quite possible. I can take an active part in discussion in familiar contexts, accounting for and sustaining my views.

C1 I can express myself fluently and spontaneously without much obvious searching for expressions. I can use language flexibly and effectively for social and professional purposes. I can formulate ideas and opinions with precision and relate my contribution skilfully to those of other speakers.

C2 I can take part effortlessly in any conversation or discussion and have a good familiarity with idiomatic expressions and colloquialisms. I can express myself fluently and convey finer shades of meaning precisely. If I do have a problem, I can backtrack and restructure around the difficulty so smoothly that other people are hardly aware of it.

Spoken Production Skill:

A1 I can use simple phrases and sentences to describe where I live and people I know.

A2 I can use a series of phrases and sentences to describe in simple terms my family and other people, living conditions, my educational background and my present or most recent job.

B1 I can connect phrases in a simple way in order to describe experiences and events, my dreams, hopes and ambitions. I can briefly give reasons and explanations for opinions and plans. I can narrate a story or relate the plot of a book or film and describe my reactions.

B2 I can present clear, detailed descriptions on a wide range of subjects related to my field of interest. I can explain a viewpoint on a topical issue giving the advantages and disadvantages of various options.

C1 I can present clear, detailed descriptions of complex subjects integrating sub-themes, developing particular points and rounding off with an appropriate conclusion.

C2 I can present a clear, smoothly-flowing description or argument in a style appropriate to the context and with an effective logical structure which helps the recipient to notice and remember significant points.

Writing Skill:

A1 I can write a short, simple postcard, for example sending holiday greetings. I can fill in forms with personal details, for example entering my name, nationality and address on a hotel registration form.

A2 I can write short, simple notes and messages relating to matters in areas of immediate needs. I can write a very simple personal letter, for example thanking someone for something.

B1 I can write simple connected text on topics which are familiar or of personal interest. I can write personal letters describing experiences and impressions.

B2 I can write clear, detailed texts on a wide range of subjects related to my interests. I can write an essay or report, passing on information or giving reasons in support of or against a particular point of view. I can write letters highlighting the personal significance of events and experiences.

C1 I can express myself in clear, well-structured text, expressing points of view at some length. I can write about complex subjects in a letter, an essay or a report, underlining what I consider to be the salient issues. I can select a style appropriate to the reader in mind.

C2 I can write clear, smoothly-flowing text in an appropriate style. I can write complex letters, reports or articles which present a case with an effective logical structure which helps the recipient to notice and remember significant points. I can write summaries and reviews of professional or literary works.