



Strasbourg, 17 November 2017

PC-CP\docs 2017\PC-CP(2017)19\_E BIL

PC-CP (2017) 19 Bil

Bilingual / Bilingue

**EUROPEAN COMMITTEE ON CRIME PROBLEMS**  
**COMITÉ EUROPÉEN POUR LES PROBLÈMES CRIMINELS**  
(CDPC)

**Council for Penological Co-operation**  
**Conseil de coopération pénologique**  
(PC-CP)

**CANDIDATES FOR TWO VACANT POSTS OF THE PC-CP WORKING GROUP  
MEMBERS**

**CANDIDATS POUR LES DEUX POSTES VACANTS DES MEMBRES DU  
GROUPE DE TRAVAIL DU PC-CP**

Curriculum vitae:

Annette ESDORF, Denmark / Danemark

Anna FERRARI, Italy / Italie

Robert FRIŠKOVEC, Slovenia / Slovénie

Jako SALLA, Estonia / Estonie

Paulina TALLROTH, Finland / Finlande

Copenhagen, 06.11.2017

**Mrs Annette Esdorf, born 26 November 1951**  
**Deputy Director - General**  
**Ministry of Justice, Department of Prisons and Probation**

### **BIOGRAPHY**

Annette Esdorf has a law degree (cand. jur.) from The University of Copenhagen, 1975.

She worked 3 years as a public prosecutor and 2 years as an investigation officer for the Parliamentary Ombudsman.

Since 1980 she has been working in the Ministry of Justice, the Department of Prisons and Probation. She has been working in all fields of the department, including prisoners' rights, probation, staff etc. and including 2 years "in the field" as a deputy prison governor.

From 1987 to 1989 Annette Esdorf was head of the probation division and from 1989 to 1997 head of the law division. Since 1997 she has been Deputy Director-General and in 2015 she became director of the Center for Enforcement of Sentences within the Department.

Through the years Annette Esdorf has been a part time teacher at the Police Academy and The Prison Staff Training Center and has regularly held courses for lawyers, judges and public prosecutors on enforcement of punishments, alternative measures etc. Since 2013 she has been appointed as external examiner at the Law Faculty of the University of Copenhagen.

Annette Esdorf assisted as a secretary for the Standing Committee on Criminal Law when the committee worked out a proposal for the first Danish law on the execution of penalties (1998-2000). When the law was passed, she was responsible for the administrative implementation of the law. Together with her Director-General and an expert from the Ministry of Justice she published a book commenting on the law.

At the international scene Annette Esdorf has experiences from several meetings and conferences. She was the Danish member of the Nordic - Baltic Prison Project under Council of Europe and has represented Denmark several times at the CDPC meetings and the PC-CP plenary meetings. Since 1996 Annette Esdorf has been national liaison officer for the CPT.

Annette Esdorf will retire as deputy director-general at the end of this year. However, she will continue being attached to the Department of Prisons and Probation and perform certain tasks by specific agreement.

## CURRICULUM VITÆ

1. **Family name:** ESDORF
2. **First names:** Annette
3. **Date of birth:** 26.11.1951
4. **Nationality:** Danish
5. **Education:**

Institution: University of Copenhagen  
Dates from - to: 1969-1975  
Degree or Diploma obtained: Graduate in Law

6. **Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

| Language               | Reading | Speaking | Writing |
|------------------------|---------|----------|---------|
| Danish (mother tongue) | 1       | 1        | 1       |
| English                | 1       | 2        | 2       |
| French and German      | 2       | 4        | 4       |

7. **Present position:** Deputy Director - General of the Danish Department of Prisons and Probation.
8. **Years within the firm:** 38
9. **Key qualifications:** (Relevant to the project)

Since 1997 Danish expert for prison and probation issues at CDPC and PC-CP plenary sessions.

Since 1997 national liaison officer for the CPT.

Danish member of the Nordic-Baltic Prison Project of Council of Europe.

Participation in several international conferences/activities as expert or introductory speaker on prison and probation matters.

10. **Professional experience:**

| Date      | Location    | Company                             | Position                   |
|-----------|-------------|-------------------------------------|----------------------------|
| 1975-1978 | Slagelse    | Police                              | Public prosecutor          |
| 1978-1980 | Copenhagen  | Parliamentary Ombudsman             | Investigation officer      |
| 1980-1983 | Copenhagen  | Department of Prisons and Probation | Case manager               |
| 1983-1985 | Kragshovede | Open prison                         | Deputy Governor            |
| 1986-1988 | Copenhagen  | Department of Prisons and Probation | Head of Probation Division |
| 1989-1997 | Copenhagen  | Department of Prisons and Probation | Head of Law Division       |
| 1997-     | Copenhagen  | Department of Prisons and probation | Deputy Director-General    |

11. **Other relevant information:** Teaching at the Police Academy and the Prison Staff

Training School. Courses for lawyers, judges and public prosecutors on enforcement of punishments, alternative measures etc.

Since 1913 appointed as external examiner at the Law Faculty of The University of Copenhagen.

12. **Contact address, including telephone, fax and email:**

Name: Annette Esdorf

Address: Department of Prisons and Probation, Strandgade 100, 1401 Copenhagen K., Denmark

Phone: +45 72 55 41 11

Fax: +45 72 55 41 90

E-mail: [ae@kriminalforsorgen.dk](mailto:ae@kriminalforsorgen.dk)



# *Ministero della Giustizia*

DIPARTIMENTO GIUSTIZIA MINORILE E DI COMUNITÀ  
IL CAPO DIPARTIMENTO

Prot. n. *CA* 56088

Roma, **16 OTT. 2017**

TO THE PC-CP SECRETARIAT

STRASBOURG

Dear Sir, Dear Madam,

please, find enclosed the curriculum vitae of Ms Anna Ferrari, judge working at the Directorate General for the Execution of community sanctions and measures of the Department of Juvenile Justice and Probation, Ministry of Justice, Italy.

I am very honoured to propose Ms Ferrari as a candidate for the next elections of the PC- CP Working Group.

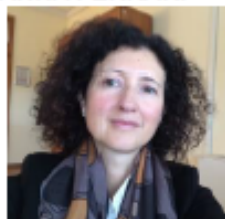
Best regards.

*The Head of Department*  
Gemma Tuccillo

## CURRICULUM VITAE EUROPASS

### Informations Personnelles

Nom et prénom **ANNA FERRARI**



résidence: 47, rue Giovanni Battista Sammartini, 20125 Milan, Italie  
domicile: 1, rue XXV Avril, Sainte Marinella, 00058, Rome, Italie  
+39 348 5230056  
dottoressa.annaferrari@gmail.com

Profession Magistrat - Ministère de la Justice, Département pour la Justice des Enfants et les Mesures appliquées dans la Communauté – Direction Générale de l'exécution pénale de la *Probation*  
24, rue Damiano Chiesa, 00136, Rome,  
+39 06 68188350  
anna.ferrari01@giustizia.it

**Expérience professionnelle** **2017/mai à aujourd'hui** Magistrat au Ministère de la Justice qui traite les mesures pour les sanctions appliquées dans la communauté. Elle étudie les actes normatifs, aussi internationaux, pour augmenter l'application des peines différent de la prison et pour permettre d'éviter la récidive.

**2016** Admis à l'ordre des magistrats italiens internationaux par le Conseil Supérieur de la Magistrature.

**2017/avril – 2015/janvier** Juge de l'application des peines – Tribunal de l'application des peines de Milan – Elle a dirigé le Bureau de l'application des peines de Varese (compétence d'inspection sur n. 5 prisons: Busto Arsizio, environ n. 300 détenus; Como, environ n. 400 détenus, Lecco, Sondrio et Varese). Elle s'est occupée aussi des criminels atteints de troubles mentaux.

**2014/décembre – 2010/avril** Juge pénal (1ère instance) Tribunal de Milan. Processus: juge pénal de la Cour des Ministres, qui juge les crimes commis par les ministres de la République dans l'exercice de leurs responsabilités institutionnelles: cas de péculat de deux ministres à cause de l'utilisation abusive d'un avion de la République; juge pénal au Tribunal de Milano: crimes de violence dans la famille et contre les enfants; accidents du travail; crimes de négligence médicale; crimes de prostitution; juge de la liberté personnelle: appel contre la prison avant jugement.

**2010/2009** Nommée par le Conseil Supérieur de la Magistrature à la Formation Judiciaire de droit pénal et procédure pénale à la Cour d'Appel de Boulogne - Responsable pour l'étude du droit et de la procédure pénale des juges et procureurs

**2010/février - 1997 novembre** Procureur (1ère instance) Parquet de Sondrio e de Parma - Processus: Cour d'assises: processus contre la meurtrière d'une jeune femme par un toximane, condamné à la perpétuité; enquête contre trois filles qui ont tués une religieuse: saisine au Tribunal pour les enfants de Milano; enquête sur l'association criminelle pour contrefaire des produits pharmaceutiques (le juge des libertés et de la détention a ordonné la prison avant jugement); enquête sur la faillite frauduleuse de la société PARMALAT (crimes commis par les administrateurs en concurrence avec les dirigeants du Citi Bank et Ifitalia Factoring).

**1997/février – 1997/octobre** Nommée magistrat - Stage aux bureaux judiciaires de Brescia

**1996/juillet** Nommée avocat

#### **Éducation et formation**

**2015/novembre** Nommée expert de la matière du droit pénitentiaire, de la procédure pénale européenne et de la procédure pénale supranationale - Université de Milano Bicocca

**2007/mai** PhD Doctorat en droit pénal - Université de Parme, Italie – Matière: *Les crimes contre l'Administration Public: l'abus du pouvoir* (sous la direction Prof. A. Cadoppi)

**1993/octobre** Diplôme universitaire en droit - Université de Pavia, Italie év. : 110/110 avec éloge. Matière: procédure pénale - *La loi sur les services secrets : propositions de réforme* (sous la direction Prof. V. Grevi)

**1988** Diplôme de maturité scientifique, év. 60/60

#### **Formation Réseau Européen de Formation Judiciaire**

**2015/02-13 novembre** Stage Anvers, Belgique (deux semaines) au Tribunal de grande instance (en français)

**2015/septembre** Visite d'étude CEDH, Strasbourg, France (en français)

**2015/juin** Séminaire, E.R.A., Trier, Allemagne (en français)

**2014/décembre** Séminaire de droit européen, IGO, Brussel, Belgique (en français)

**2014/03-07 mars** Stage collectif à l'École Nationale de la Magistrature, Paris, France (en français)

## Compétences personnelles

Langue maternelle                      Italien

Autre langue                              Français

Auto-évaluation

| Comprendre |      | Parler                          |                      | Ecrire |    |
|------------|------|---------------------------------|----------------------|--------|----|
| écouter    | Lire | Prendre part à une conversation | S'exprimer oralement |        |    |
| B2         | B2   | B2                              | B2                   | B2     | B2 |

Autre langue                              Anglais

Auto-évaluation

| Comprendre |      | Parler                          |                      | Ecrire |    |
|------------|------|---------------------------------|----------------------|--------|----|
| écouter    | Lire | Prendre part à une conversation | S'exprimer oralement |        |    |
| A 1        | A1   | A1                              | A1                   | A1     | A1 |

## Compétences Informatiques

Utilise *Microsoft word*, *Dragon* (système de reconnaissance vocale).

Utilise *HUDOC* et *CED del la Cour Cassation* (Italie) pour la recherche des arrêts.

## Information Complémentaire

Publications

*La Cour de Cassation et la CEDH et la détention dans un pénitencier d'une personne âgée : droit de mourir hors de prison ?* *Giurisprudenza Penale Web*, 2017, 11 (en ligne : <http://www.giurisprudenzapenale.com/2017/11/15/leta-avanzata-del-detenuo-allesame-della-corte-di-cassazione-e-della-corte-edu-diritto-a-spegnersi-fuori-dal-carcere/>)

*La confiance thérapeutique entre précommande et status de toxicomane*, *Giurisprudenza Penale Web*, 2017, 10 (en ligne : <http://www.giurisprudenzapenale.com/2017/10/01/laffidamento-terapeutico-preordinazione-ed-effettivita-dello-status-tossicodipendenza/>)

*L'administration de soutien et l'interdiction judiciaire: le procureur saisit le juge*, *Famiglia, Persone e Successioni*, 2010, n. VII



*Un cas particulier de crime autre que celui recherché*, L'indice penale, 2005, IV  
*Commentaire D.lgs 231/2001*, A. Cadoppi, G. Garuti, UTET, 2010, commentaire sub art. 23: *Violation des sanctions qui interdisent*  
*Commentaire au code de procédure pénal*, P. Corso, Casa Editrice La Tribuna, Piacenza, 2004; commentaire aux articles 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 369bis, 370, 373, 374, 375, 376, 377, 378  
*Code pénal avec les jugements*, R. Bricchetti, A. Cadoppi, I Codici di Guida al Diritto, Il Sole 24 Ore, 2006, commentaire aux articles 17-27  
*Le juge de la paix pénal*, AA. VV. G. Avella, A. Ferrari, M. Guidi, M. Rosignoli, Casa Editrice La Tribuna, Piacenza, 2002

Publications comme  
auteur d'arrêt

Ordonnance Tribunal de l'application de la peine de Milan, 13-19 décembre 2016, *Giurisprudenza Penale Web*, 2017, 4 (en ligne : <http://www.giurisprudenzapenale.com/2017/04/05/lapplicazione-delle-sanzioni-disciplinari-carcere-rispetto-dei-termini-del-procedimento-esigenze-istruttorie-onere-motivazione/>)

Conférences

**2017/2007** Rapporteur à de nombreuses conférences un droit pénal e loi pénitentiaire et séminaires universitaires. Parmi les plus importants :  
*La loi pénitentiaire et les mesures dans la communauté*, Formazione Servizio Civile Nazionale, Rome, 9-10 novembre 2017  
*La loi pénitentiaire pour les enfants*, IUSS École Supérieure Université de Pavia, Pavia, Collegio Ghislieri, 6 avril 2017  
*Problèmes de droit interne et européen dans l'exécution des peines*, Formation des Avocats, Varese, 4 mars 2017  
*Le juge de l'application de la peine*, 23 novembre 2016, Formation des Avocats, Varese  
*La peine et la prison – La pitié*, Formation des Avocats, Sondrio, 11 novembre 2016  
*Les mesures dans la communauté*, 27 octobre 2016, Université Milan Bicocca  
*Les crimes de la santé: enquête et peine*, Monza, Université Milan Bicocca, 11 décembre 2015  
*Cour de Cassation et crimes de la santé*, Rho, ASL MILAN, 9 octobre 2015;  
*Prison et mesures dans la communauté*, Rho, ASL MILANO, 9 octobre 2015  
*Les crimes contre l'Administration Public et la Cour de Cassation*, Rho, ASL Milano, 10 juillet 2015  
*La loi sur la corruption: iter du processus*, Monza, ASL Monza, 25 novembre 2014  
*Les crimes de corruption et les médecins*, Monza, ASL Monza, 13 novembre 2014  
*Les crimes de corruption*, Milan, 18 septembre 2014, *Summer School* Regione Lombardia  
*La Loi n. 49/06*, Formation des Avocats, Cremona, 24 octobre 2008  
*L'art. 328 c.p.*, Université de Parme, 29 mai 2008

*Le témoignage de l'enfant et les crimes sexuels*, Université de Parme, 01 avril 2008

*Les crimes contre l'Administration Public*, Université de Parme, 29 mars 2007  
**2017/ 6-7 décembre** Désignée à Dublin pour le Workshop CEP *sur la maladie psychiatrique dans le pénitenciaire et la probation* ; elle parlera de : *Le traitement médical de la maladie psychiatrique et rentrer chez soi* (langue anglais).

Rome, 16 novembre 2017



Anna Ferrari



REPUBLIC OF SLOVENIA  
MINISTRY OF JUSTICE

Department for International Cooperation and EU Law

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www.mp.gov.si

**To the attention of CDPC Secretariat**

*carlo.chiaromonte@coe.int*

*marjaliisa.jaaskelainen@coe.int*

Number: 542-1/2017

Date: 16 November 2017

**Subject: Candidature of Mr Robert Friškovec for PC-CP Working Group**

Ministry of Justice of the Republic of Slovenia would like to submit the candidature of **Mr Robert Friškovec** for **Council for Penological Co-operation Working Group**.

Mr Friškovec is for many years an active worker in Prison System in Slovenia. Among his working duties at the Head Office of Prison Administration of the Republic of Slovenia is to follow professional developments on the international level, organize international activities of the Prison Administration. One of his crucial activities is transfer and promotion of international documents which contribute to a higher level of quality and development of prison setting, respect of human rights and legal framework.

In the year 2016, Friškovec was also appointed as a group leader for Strategy of Slovenian Prison System 2017-2020, which successfully produced Strategy document. He is leading its implementation according to the action plan.

He is also an expert in Restorative Justice, which has gained much recognition in the Council of Europe. He received MA in Restorative Justice at University of Hull, UK and is currently working on his PhD thesis on topics of sacred, community and Restorative Justice. He is an active member of European Forum for Restorative Justice (EFRJ).

Robert Friškovec is also well known for his public appearances, lectures and workshops on topics such as dialog, mediation, communication, and needs of people in justice system.

He is fluent in English as in some other languages; please find enclosed his CV with all other important data.

Yours sincerely,

  
**Katja Rejec Longar**  
**Head of Department**

# Robert Friškovec

Ministry of Justice  
Prison Administration of the Republic of Slovenia  
Head Office  
3 Jesenkova, 1000 Ljubljana, Slovenia  
T: 00386 41 743 286  
E: robert.friskovec@gov.si  
Skype: manase2  
Date of birth: 23/05/1973  
Nationality: Slovenian

RF

## Personal statement

I first met with prisons when I was 19 years old. I was active as a volunteer in prisons through Centres for Social Work already at the beginning of my studies. I became part of the group of volunteers and get to know the world on the other side of prison's walls still today.

Volunteer work has opened new opportunities for me also later on when I have studied theology. In the third year of my studies possibility of experiencing work in one of the biggest Italian prisons Rebibbia in Rome was offered to me. There I have experienced the true meaning of assistance in prisons for the first time.

In 1999 I started to break new ground in Slovenia in providing prison spiritual care and meeting different groups affected by prison in different and unique ways. I started the phone helpline for victims of crime and started with the training of volunteers on the phone. I also started to work with the group of volunteers who are accompanying prisoners and are offering them support. In wider public I made a number of appearances and statements in which I promoted human rights awareness, especially in the context of imprisonment and people involved in it.

## Summary

I graduated from the field of prison pastoral assistance in 1998. I develop support and sensibilization programs for the victims of crime, as well as programs for Restorative Justice and activities for relatives, prison staff and other groups connected with prisons. I collaborate with wide range of organizations and initiatives and in such a way contribute my qualities to wider wellbeing of society.

## Professional experience

### **Coordinator for spiritual care, Prison Administration of the Republic of Slovenia, Head Office**

**Ljubljana, Slovenia — 2004-**

Since 2004 I have been employed by the Prison Administration under the Ministry of Justice of the Republic of Slovenia as coordinator for spiritual care of prisoners. I collaborate with different religious communities on providing support in form of spiritual care as per requested by prisoners.

From 2007 I have been organizing a programme framework for prison staff and victim-offender mediators.

Because I daily meet with persons committing crime and victims of crime I am especially interesting in developing victim-offender mediation and other variations of Restorative Justice. Head Office in 2016 appointed me as a leader of a group

for developing Strategy of Slovenian Prison System 2017-2020. Group successfully produced a document that traced out Strategy and under my leadership set out further implementation of its action plan.

#### *Accomplishments*

- Honorarium for outstanding achievements on job by Minister for Justice, 2005
- Highest annual marks for job efficiency by superior

#### **International Cooperation, Prison Administration of the Republic of Slovenia, Head Office**

**Ljubljana, Slovenia — 2016-**

Since 2016 I accepted the role of administering the field of International Cooperation at the Prison Administration. Among my duties is to follow professional developments on the international level, organize international activities of the Prison Administration, such as visits and attendance on conferences, to communicate with international organizations and to perform daily correspondence with different international partners. One of my crucial activities is transfer and promotion of international documents which contribute to a higher level of quality and development of prison setting, respect of human rights and legal framework.

#### **Education/qualification**

##### **University of Hull, Faculty of Arts and Social Sciences, UK**

**MA Restorative Justice – 2013 - 2015**

In 2015 I accomplished Degree of Master of Arts in Restorative Justice with merit. The program at University of Hull is led by prof. dr. Gerry Johnstone. I completed my dissertation entitled *Preparation in restorative justice. Comparison of European level and Slovenian context* under the supervision of dr. Simon Green.

##### **Faculty of Theology, University of Ljubljana**

**BA Theology — 1992-1998**

In 1998 I received a Diploma in Theology from University of Ljubljana (my graduation thesis was entitled *How Missionary Work in Prison Contributes to Resocialization of Prisoners*).

##### **The RAKMO Institute, Centre for mediation and conflict management**

**Trainer of mediators — 2007-**

I established cooperation with the Rakmo Institute in 2007, where I took part in additional training on mediator skills and later on provided training for mediators in victim-offender mediation and offer mediations.

#### **Other skills, interests and activities**


- Native Slovenian speaker. Well spoken and written English, Serbian, Italian and Croatian; basic spoken German and Spanish.
- Strong record of social media use for work and personal use.
- Weekly lectures, workshops and speeches around Slovenia.
- Skilled and experienced user of Microsoft Office programs.


## PERSONAL INFORMATION

## Jako Salla



 Tallinn (Estonia)

 +372 5266874

 jako.salla@gmail.com

Date of Birth 13/07/1982 | Nationality Estonian

## PROFESSIONAL EXPERIENCE

- |                                    |  |
|------------------------------------|--|
| 01/2017-UP TO NOW                  | <b>Strategy adviser</b><br>Office of the Prosecutor General<br>Strategy development, drafting guidelines for common and evidence based penal practice  |
| 11/2017-UP TO NOW                  | <b>Member of board</b><br>NGO Preventum  |
| 10/2016–05/2017                    | <b>Project leader of Multidimensional Family Therapy</b><br>Estonian Ministry of Justice<br>Implementation of evidence based crime prevention program in youth justice system.   |
| 09/2014–09/2016<br>12/2011–12/2012 | <b>Head of criminal policy analysis division</b><br>Estonian Ministry of Justice<br>Responsible for prison and probation policy analysis and development, prison climate research and youth justice policy reform.   |
| 01/2013–09/2014<br>11/2005–08/2011 | <b>Adviser in criminal policy</b><br>Estonian Ministry of Justice<br>Policy development and analysis on the system of penal sanctions, premature release and prison conditions, also on procedural justice and family violence.<br>Development of national system of criminal statistics, studies on victimization, violence, youth crime, reoffending and penal practice. |
| 2009–UP TO NOW                     | <b>Guest lecturer of Criminology, Criminal Policy and Resocialization in Prison</b><br>Tallinn University, Estonian Academy of Security Sciences (College of Justice)<br>Normally 2 courses in a year for future prison officers.  |
| 05/2002–12/2004                    | <b>Project leader in youth crime prevention unit</b><br>NGO Caritas Estonia  |



## EDUCATION

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- 05/2015–05/2015 Course "Anticipating Drug Legalization"  
Central European University (Hungary)
- 04/2014–06/2014 Guest researcher in criminology  
Netherlands Institute for the Study of Crime and Law Enforcement (Netherlands)
- 07/2013–07/2013 Course "Managing Social Vulnerability: Welfare and Penal Systems  
in Comparative Perspective"  
Central European University (Hungary)
- 09/2011 – 08/2016  
unfinisfed PhD studies in Sociology  
Tallinn University (Estonia)
- 09/2010–09/2010 Course "Cultural Criminology – understanding drug use, crime and  
youth subcultures"  
Aarhus Graduate School of Social Sciences and The Danish National Centre for Social Research  
(Denmark)
- 09/2008–02/2009 Public Administration, MA  
Tallinn University (Estonia)
- 01/2005–05/2005 Sociology studies  
University of Florence (Italy)
- 09/2002–10/2005 Public Administration, BA  
Tallinn University (Estonia)

MAIN AREAS OF INTEREST Social climate research in prisons, Desistance from crime, Penal practice, Youth justice, Procedural  
and restorative justice, Education and work in prison

LIST OF PUBLICATIONS <https://www.efis.ee/Portal/Persons/Display/bbe38f96-f662-4249-9074-17b1b0c04728?lang=ENG&tabId=Publications>

## PERSONAL INFORMATION

## Paulina Tallroth (Dr.)



Ministry of Justice, PB 25, FIN-00023 Government, Finland

+358 295150146 +358 505225199

[paulina.tallroth@om.fi](mailto:paulina.tallroth@om.fi)

Skype:

Female | 25/02/1967 | Finnish

## WORK EXPERIENCE

01/01/2015 - ongoing

**Government Counsellor, Ministry of Justice, Department of Criminal Policy**

Ministry of Justice, PO BOX 25, FIN-00023 GOVERNMENT, FINLAND, [www.om.fi](http://www.om.fi)

- Legislative drafting in the field of criminal sanctions
- Representing Finland/ co-operation with the Council of Europe (CDPC, PC-CP) and the UN
- Contacts in legal matters to foreign ministries of justice, especially Nordic co-operation
- Co-operation with the Criminal Sanctions Agency

Public sector, government

1/1/2013 – 12/31/2014

**Government Counsellor, Ministry of Justice, Administrative Unit**

Ministry of Justice, PO BOX 25, FIN-00023 GOVERNMENT, FINLAND, [www.om.fi](http://www.om.fi)

- Legislative drafting in the field of criminal sanctions
- Åland Islands Autonomy matters
- Experts tasks in administrative matters

Public sector, government

01/11/2011 – 31/12/2012

**Secretary General of the Strategy of National Languages, Prime Minister's Office**

PO BOX 23, FIN-00023 GOVERNMENT, FINLAND, [www.vnk.fi](http://www.vnk.fi)

- Overall responsibility of planning, project management and drafting of Finland's first Strategy for the National Languages, under the Prime Minister (Government Programme Top Project)
- Secretary of the steering group
- Chair of the expert group

public sector, government

01/01/2011 – 30/10/2011

**Researcher at the Swedish Culture Foundation**

Svenska kulturfonden, Simonsgatan 8 A, FIN-00100 Helsingfors, Finland, [www.kulturfonden.fi](http://www.kulturfonden.fi)

Planning and writing a report on the system of monitoring fundamental rights in Finland and Germany

NGO, culture and education

01/11/2003 -31/12/2010

**Director, Language Affairs (Government Counsellor), Ministry of Justice, Administrative Unit**

Ministry of Justice, PO BOX 25, FIN-00023 GOVERNMENT, FINLAND, [www.om.fi](http://www.om.fi)

- In charge of building and leading the monitoring and implementation function of linguistic rights
- Leadership, administration
- Secretary General of the Advisory Board of Linguistic Rights
- Legislative drafting, consultancy to authorities regarding the language legislation

Public sector, government



# 15/09/1998 – 31/10/2003 Secretary of Legislation/Senior Specialist, Ministry of Justice, Law Drafting Department

Ministry of Justice, PO BOX 25, FIN-00023 GOVERNMENT, FINLAND, [www.om.fi](http://www.om.fi)

- Legislative drafting in the fields of constitutional and administrative law
- Åland Islands affairs and law drafting
- Secretary of the Language Act Committee (1999-2001)
- One of two principal legislative drafters of a new language legislation (1999-2003)
- Training of authorities and courts regarding legislation

Public sector, government

## 1995-2003 Doctoral researcher, Max-Planck-Institute for Criminal Law

Max-Planck-Institute for Foreign and International Criminal Law, Günterstalstrasse 73, D-79100, Freiburg i. Br., Germany, [www.mpicc.de/Albert-Ludwigs-Universität-Freiburg i. Br.](http://www.mpicc.de/Albert-Ludwigs-Universität-Freiburg-i.-Br.)

- Doctoral student in procedural law for Prof. Albin Eser, Director of the Institute

Education, research

## 04/1994-06/1994 Intern, Council of Europe, Directorate of Legal Affairs

Council of Europe, Directorate of Legal Affairs, Strasbourg, France, [www.coe.int](http://www.coe.int)

Assisting the drafting of the Bioethics Convention

International co-operation, human rights

## 06-07/1993 Intern, Anwaltskanzlei Dr. Ziegler, Wacker, Dr. Wundt & Partner

Attorney's office Anwaltskanzlei Dr. Ziegler, Wacker, Dr. Wundt & Partner, Reutlingen, Germany (now part of RWT-Gruppe), Charlottenstraße 45-51, D-72764 Reutlingen, Germany

- Drafting of contracts, proofreading/translating contracts between German and French or English

Private sector, legal affairs

## 06-07/1990 Intern, French industrial firms Sofinn S.A. and Finn-Aqua S.A.R.L.

15, Rue du Louvre, Paris, France

- Drafting and translating contracts (English, Finnish, French)
- Contacts and interpreting between Finnish suppliers and French/Belgian customers, both in negotiations and on site when products (e.g. saw chains) were installed

Industrial products, private sector

- Positions of Trust
- Chair of Government's Board for Swedish Language, Prime Minister's Office 2007-2012
  - Chair of the Nordic Administrative Federation, Finnish Section (NGO) 2015-2016, Member of the Editorial Board for the 100<sup>th</sup> year jubilee publication 2017-2022
  - Association Diamanten, member of the board (NGO), 2014-2015
  - University of Helsinki, Committee for Swedish Affairs 2007-2016
  - Åbo Academy University Foundation, member 2007-, Vice Chair 2016 ongoing
  - Member of numerous committees and working groups for government, universities, think-tanks, NGOs

## EDUCATION AND TRAINING

### 27/06/2003 Dr. jur. (PhD-level degree in law), magna cum laude

level 8

Albert-Ludwigs-Universität Freiburg i. Br., Germany

- Criminal Procedure, human rights law, comparative law method (comparing five legal systems and the law of the European Convention on Human Rights)

|            |   |         |
|------------|---|---------|
| 17/12/1994 | <b>Master of Laws (with honours)</b><br>University of Helsinki, Finland<br>• Criminal procedure, administrative procedure, human rights law | level 7 |
| 31/05/1987 | <b>Matriculation examination (with honours)</b><br>Rudolf Steiner School of Helsinki, Finland   | level 4 |

- Several courses in leadership and strategic thinking
- Law drafting courses
- Media interaction courses
- Language courses in France, (L'Institut de Touraine) and Austria (University of Vienna), legal German and French courses

#### PERSONAL SKILLS

Mother tongue(s) Swedish and Finnish

| 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. |               |         |                    |                   |         |
| German   | C2            | C2      | C2                 | C2                | C2      |
| French   | B1            | B1      | B1                 | B1                | A2      |

Norwegian, Danish:  
Fluent understanding, reading and communication skills (not writing)

LeFluvels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user  
[Common European Framework of Reference for Languages](#)

#### Communication skills

- Good communication skills gained through experience as teacher/lecturer of legislation and law drafting for e.g. authorities, courts, university students, NGOs, as well as through leadership role and as chair for many committees, boards etc.
- Clarity of thought and presentation gained through experience as a researcher and legislative drafter
- Multilingual competence through use of 3-4 languages on a daily basis, at times up to 7
- Ability to read audience's reactions

#### Organisational / managerial skills

- Leadership and management (responsible for a teams of 3-5 people during 10 years in the Ministry of Justice and the Prime Minister's Office)
- Building up new ministry functions and monitoring mechanisms (leading these processes in the Ministry of Justice)
- Creating strategies, processes and implementation tools (leading a strategy process in the Prime Minister's Office)
- Cross-governmental knowledge (Ministry of Justice, general advisor to all administrative levels)
- Understanding of interaction of political and administrative work (working with highly controversial legislation)
- Analysis and decision-making based on facts and realities (government work includes law, policy and politics)
- Ability to draft for and address many sorts of audiences (serving government, addressing various recipients and groups)

- Job-related skills**
- Good legislative drafting skills, including skills to compare legal systems (through legislative work starting 1998 ongoing, and through comparative research starting 1994)
  - Good research and information management skills (through extensive doctoral research)
  - Good knowledge of human rights, constitutional law, criminal procedural and criminal sanctions, administrative, including language rights law in Finland and some other European countries and Canada
  - Good knowledge of pre-trial proceedings and coercive measures in Denmark, Finland, Germany, Norway and Sweden
  - Excellent training skills (hundreds of trainings and lectures for various audiences)
  - Good media skills (hundreds of interviews and background information for television, radio, newspapers)
  - Analysing and meta thinking skills (through research and legislative drafting)
  - Ability to grasp large contexts as well as spotting details and contradictions
  - Negotiating skills (through working with politically sensitive legislation across party interests, drafting of recommendations)

#### Digital competence

| SELF-ASSESSMENT        |                  |                  |            |                 |
|------------------------|------------------|------------------|------------|-----------------|
| Information processing | Communication    | Content creation | Safety     | Problem solving |
| Basic user             | Independent user | Basic user       | Basic user | Basic user      |

Levels: Basic user - Independent user - Proficient user  
[Digital competences - Self-assessment grid](#)

- Other skills**
- Cultural awareness (having lived in Germany and France, having worked with many nationalities)
  - Interest in and understanding of multinational contexts (through international NGO (Children's International Summer Villages) work from childhood as well as internships)
  - Ability to comprehend minority needs in majority contexts (through belonging to and having worked with linguistic minorities)

**Driving licence** AB

#### ADDITIONAL INFORMATION

**Publications** Publications, please see Annex

- Presentations (outside Finland)**
- "Sprachenpolitik und Sprachengesetzgebung in Finnland", at the seminar Zweisprachig aufwachsen, Finnland-Institut Berlin, 18.10.2007
  - "Finland's Language Acts – Policy Priorities and Lessons Learned", at the seminar From Act to Action, Wharton Theatre, Trinity College, Dublin, 14.5.2004
  - "Das Recht auf eine gute Verwaltung aus finnischer Sicht", at the seminar 4. Europa-Forum Speyer, Deutsche Verwaltungshochschule Speyer, 31.3.2003
  - „Europäisches Verwaltungsverfahren – Länderbericht Finnland“, 70. Staatswissenschaftliche Fortbildungstagung, at the seminar Europäisches Verwaltungsverfahren, Deutsche Verwaltungshochschule Speyer, 20.3.2002

**Honours and awards** Åland Islands Autonomy medal 2012, Hugo Bergroth Award 2013 for Developing Legal Swedish

#### ANNEXES

## Publications

### 1 Monographies

- Informationsrechte des Beschuldigten. Die Verwirklichung prozessualer Garantien in Deutschland und den nordischen Ländern unter Berücksichtigung der EMRK [The Right of the Suspect to Information during Pre-trial Proceedings in Germany and the Nordic Countries and Considering the European Convention on Human Rights] Doctoral thesis, 334 p, edition iuscrim, Freiburg 2004.
- Vem vakar över våra rättigheter. De finska institutionerna och diskussionen om en författningsdomstol (translated into English under the name "Who Safeguards our Rights? The Finnish Institutions and the Discussion About a Constitutional Court"), 125 p, Svenska kulturfonden, Helsingfors 2012 (available as pdf-file on internet).

### 2 Scientific articles

- Article 6 of the European Convention on Human Rights and the Borderlines Between Criminal and Administrative Proceedings, in: Tidskrift utgiven av Juridiska Föreningen i Finland (JFT) 1/1996, 51–81.
- Utvecklingen av den tyska abortlagstiftningen i jämförelse med utvecklingen i Norden, in: Nordisk Tidskrift for Kriminalvidenskab 1/1997, 36–49. [The German Legislation on Abortion in Comparison to the in the Nordic Countries]
- Rösträtt i sametingsval – kulturell tillhörighet och politiskt rättigheter" in: Nordisk Administrativ Tidsskrift 4/1999, 359–360. [Eligibility to Vote in Sami Parliament Elections - Cultural Belonging and Political Rights]
- Dr. Gerhard Gruner: Über den Missbrauch von Mitwirkungsrechten und die Mitwirkungspflichten des Verteidigers im Strafprozess, book review, in: Nordisk Tidskrift for Kriminalvidenskab 4/2001, 359–361. [On the Abuse of Participation Rights and Participation Obligations of the Defence Attorney]
- Reflektioner över språkliga aspekter i internationell rättspraxis, in: Strafrecht aus nordischer Perspektive – Festschrift für Karin Cornils zum 25-jährigen Jubiläum als Referentin am Max-Planck-Institut (eds. Mohr, Tilmann/Nemitz, Jan Christoph), Shaker Verlag, Aachen 2003, 275–190. [Reflections on Linguistic Aspects in International Jurisprudence]
- Europäisierung des Verwaltungsverfahrensrechts – Länderbericht Finnland, in: Europäisches Verwaltungsverfahrensrecht (eds. Hill, Hermann/Pitschas, Rainer), Duncker & Humblot, Berlin 2004, 107–113.
- Kielelliset oikeudet osana perusoikeusjärjestelmää – uusi kielilaki perustuslain näkökulmasta, in: Oikeustiede–Jurisprudentia XXXVII:2004-årsboken, Suomalainen lakimiesyhdistys ry, 513–545. [Linguistic Rights as Part of the System of Constitutional Rights - The New Language Act from a Constitutional Point of View]
- Språket och internationell rättspraxis, in: Nordisk Tidskrift for Kriminalvidenskab 5/2004, 368–383. [Languages and International Jurisprudence]
- Språklagstiftning och språkpolitik i Finland och Sverige – en jämförelse, in: Liber amicorum et amicorum Karin Cornils. Jurist- og Økonomforbundets forlag, Köpenhamn 2010, 447–457. [Language Legislation and Language Policy in Finland and Sweden - A Comparison]
- Multilingualism in Finland: A legal perspective. Language & Law, Vol. 1 (2012) (um:nbn:de:0009-30-33399)

### 3 Articles in administrative and other publications

- Kielilaki asettaa haasteita koko oikeuslaitokselle, in: OHOI 5/2003, 12–16. [The Language Act - Challenges for the Judicial System]
- Uusi kielilaki – haasteita syyttäjille (together with Christer Lundström,) in: Akkusatoori 12/2003, 15–18. [The New Language Act - Challenges for Prosecutors]
- Kielilaki on kielineutraali, Valtiotyönantaja 2/2004, 21.
- Språklagen och aktivt handlande i kommunen, in: God service på två språk – Språkförbindelser i praktiken. Finlands kommunförbund 2005, 48–49.
- Språklagen – ett redskap för finskan och svenskan, in: Lakimiesuutiset–Juristnytt 5/2005, 48–49.
- Kielelliset oikeudet – osa hyvää hallintoa, in: OHOI 2/2006, 20–21. [Linguistic Rights As Part of Good Administration]
- Synpunkter på tillämpningen av språklagen, in: Språkråd 1/2006, 2–3.
- Kielitaitoa koskevista kelpoisuusvaatimuksista ja niiden merkityksestä viransaannin edellytyksenä, in: Valtionhallinnon kielitutkinnot – språkexamina i reviderad form, Tarja Lebley & Mikael Reuter (eds.), Utbildningsstyrelsen 2007, 16–25.
- Förslaget till Sveriges språklag i jämförelse med den finska språklagen, in: Språkråd 3/2008, 10–12. [The Proposal to a Language Act for Sweden in comparison to the Finnish Language Act]
- Den kanadensiska och den finska språklagstiftningen – en jämförelse, in: Språkråd 4/2008, 8–12. [The Canadian and the Finnish language Legislation - A Comparison]
- Språk- och minoritetspolitik i Kina, in: Språkråd 3/2010, 12–14. [Language and Minority Policy in China]
- Om förvaltningsklagen – och andra relaterade begrepp inom förvaltningen, in: Språkråd 2/2014, 3–4.