



DIRECTORATE OF NORWEGIAN
CORRECTIONAL SERVICE

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

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22nd Council of Europe Conference
of Directors of Prison and
Probation Services

22e Conférence du Conseil de l'Europe
des Directeurs des services pénitentiaires
et de probation

STAFF RECRUITMENT, TRAINING AND
DEVELOPMENT IN THE 21ST CENTURY

RECRUTEMENT, FORMATION ET
DEVELOPPEMENT DU PERSONNEL
AU 21e SIECLE

20-21 June 2017
Lillestrøm, Norway

20-21 juin 2017
Lillestrøm, Norvège

CURRICULUM VITAE OF THE SPEAKERS

CURRICULUM VITAE DES ORATEURS

OPENING PLENARY SESSION / SESSION PLÉNIÈRE D'OUVERTURE

Minister of Justice and Public Security
Per Willy Amundsen



The Minister is responsible for public security and the preservation and development of basic guarantees of the rule of law.

Mr Amundsen was appointed in December 2016. He then came from a position as State Secretary for Ministry of Local Government and Modernisation. Mr Amundsen became Member of Parliament in 2005 after a political career on regional and local level for the Progress Party.

Marianne VOLLAN



Marianne Vollan is Director General of the Directorate of the Norwegian Correctional Service, a position she has held since 2009.

She is lawyer by profession and has inter alia served as a Judge at the Court of Appeal, and as Head of Penal Law Section in the Department of Legislation, Ministry of Justice.

Ms Vollan is a sought speaker and expert both nationally and internationally

She has published a book on compensation to victims of sexual offences, and has contributed to several scientific publications and written numerous articles on correctional theory and practise.

Marianne Vollan is currently Vice President of The European Organisation of Prison and Correctional Services (EuroPris) and a Board Member of International Corrections & Prisons Association (ICPA) and recently appointed as a Board Member of an Association of Norwegian Public Employers.

Jan KLEIJSSSEN



Jan Kleijssen was born in 1958 in Almelo (The Netherlands). He studied International Law at Utrecht State University (LLM in 1981) and International Affairs at the Norman Paterson School of International Affairs, Carleton University, Ottawa (MA 1982).

Jan joined the Council of Europe in 1983 as a Lawyer with the European Commission of Human Rights. He was Secretary to the Parliamentary Assembly's Political Affairs Committee from 1990 to 1999. Jan then served as Director of the Secretary General's Private Office and afterwards as Director and Special Advisor to the President of the Parliamentary Assembly.

Jan is currently the Director of Information Society and Action against Crime, Directorate General Human Rights and Rule of Law, of the Council of Europe.

His Directorate carries out standard-setting, monitoring and co-operation activities on a wide variety of issues, including:


- Freedom of expression
- Data protection
- Internet governance
- Cybercrime
- Terrorism
- Criminal law
- Fighting corruption and money laundering
- Action against drug trafficking and drug abuse

Jan was appointed Chair of the Council of Europe's Disciplinary Board in December 2015.

He takes a great interest in history and cinema and is also a keen marathon runner.

Besides his mother tongue Dutch, Jan is fully fluent in English, French, German and Italian.

Jan is the author of several publications in the field of human rights and international relations. The forthcoming edition of the Netherlands Yearbook on International Law will feature his article on "Cybercrime, evidence and territoriality: issues and options".

 Twitter: [@JKleijssen](https://twitter.com/JKleijssen)

Directorate General Human Rights and Rule of Law

Council of Europe

Website: www.coe.int/justice

Social media: [Facebook](#) - [Twitter](#) - [LinkedIn](#)

Peter HENNEPHOF



Peter Hennephof is General Director of the Dutch Custodial Institutions Agency (DJI). DJI has various types of institutions for different categories of inmates and patients.

Before becoming General Director at DJI in 2011, Peter Hennephof served as Deputy Secretary General at the Ministry of Social Affairs and Employment. Previously he was managing partner with Twijnstra Gudde Consultancy.

Mykola GNATOVSKYY



Mykola Gnatovskyy is a Lawyer, President of the CPT, Professor in International Law, Taras Shevchenko National University, Kyiv

Mykola Gnatovskyy est juriste, Président du CPT, Professeur de droit international à l'Université nationale Taras Chevtchenko, Kiev.

Cornelius KÖNIG



Full professor of work and organizational psychology, Saarland University, Saarbrücken, Germany

Cornelius König, born in 1973, studied Psychology at the Philipps-University of Marburg, where he also obtained his PhD in Psychology. After several years at the University of Zurich, he became full professor of work and organizational psychology in Saarbrücken in 2010. Since 2016 he has also been Dean of the Faculty of Human and Business Studies at Saarland University and President of the Work and Organizational Psychology Section of the German Psychological Association.

He has over 100 publications addressing issues such as personnel selection, personnel development (in particular time management), and stress at work, and his research is funded by several large grants. He has been an invited speaker at many universities and professional associations and has consulted several German and Swiss organizations. His research also regularly attracts attention by the media.

Jörg JESSE

Vice-Chair of the Council for Penological Co-operation (PC-CP)



Head of the Department of Prisons, Probation and Petitions for Clemency, Ministry of Justice of Mecklenburg-Western Pomerania, Schwerin, Germany

Jörg Jesse, born in 1953, studied Psychology at the Christian Albrecht's University of Kiel. He has been working in prisons in the following areas since 1983: Open juvenile and young adult prisons, closed adult prisons, Prison Headquarters and Ministry of Justice. He worked in managerial positions from 1993 to 2003 as Deputy Head of the juvenile and young adult Prison of Hameln, as Head of long term and preventive detention Prison Celle-Salinenmoor and Head of Hanover Prison. Since 2003, he has been Head of the Department of Prisons, Social Services and Petitions for Clemency, Ministry of Justice of Mecklenburg-Western Pomerania, Schwerin and is Member of the Council of Penological Co-operation (PC-CP), a Council of Europe expert Working Group since 2011. In February 2016 he was elected Vice-Chair of the PC-CP.

Hans-Jørgen BRUCKER



Hans-Jørgen Brucker is Director of the University College of Norwegian Correctional Service. The University College is responsible for educating prison officers as a two year higher education curriculum. The University College is also responsible for research and in-service training.

Mr Brucker has been President of the Association of European Staff Training Academies, is member of the Russian – Norwegian Organization Committee, responsible for educational part of Norway Grants in five European Countries and has meetings every year concerning education in Nordic Countries.

Previously he was Head of Studies and Pro-Dean in Oslo University College and has also worked previously at the Ministry of Education.

WORKSHOP PRESENTERS / INTERVENANT DANS LES ATELIERS

Marcelo AEBI



Marcelo F. Aebi, Ph.D., is Professor of Criminology and Deputy Director of the School of Criminal Sciences at the University of Lausanne, Switzerland. He is responsible for the Council of Europe Annual Penal Statistics (SPACE), member of the group of experts that produces the European Sourcebook of Crime and Criminal Justice Statistics, and Executive Secretary of the European Society of Criminology. His main research topics include comparative criminology, prisons, probation, methodology, juvenile delinquency, drugs and crime, and victimization and self-reported delinquency studies. He is author or co-author of more than one hundred and fifty scientific publications in English, French, Spanish, Catalan, Italian, Macedonian, and German.

Marcelo F. Aebi is also a part-time Visiting Professor at the Autonomous University of Barcelona, Spain; Head of the Scientific Advisory Board of the Netherlands Institute for the Study of Crime and Law Enforcement (NSCR); member of the Scientific Advisory Boards of the International Center for the Prevention of Crime (ICPC) and the European Institute for Crime Prevention and Control (HEUNI), as well as member of the advisory or editorial board of several scientific journals including the *European Journal of Criminology*, the *European Journal on Criminal Policy and Research*, the *Journal of Criminal Justice and Security*, the *Revue Internationale de criminologie et de police technique et scientifique*, and *Crime, Law and Social Change*.

Maria ANAGNOSTAKI



Maria Anagnostaki is a criminologist, head of the Office of the Secretary General for Crime Policy, Hellenic Ministry of Justice, Transparency and Human Rights. Holding this position for the last two years, she has contributed towards the development of comprehensive policies aiming at prison and probation reform: drafting the strategic plan for correctional policy, designing and implementing human resource development, strengthening probation services and their role in offender supervision, improving living conditions in prisons including health care, training, education, production activities and reintegration services as well as after care.

She has graduated from the Law School, National and Kapodistrian University of Athens, holds LLM degree in Criminal Justice Process and is undertaking PhD research at the Faculty of Law, National and Kapodistrian University of Athens on the implementation of community sentences in Greece. She has several publications in Greek and English on the topics of community sanctions and measures, probation, juvenile justice and penal responses to substance misuse offenders.

Before taking the post at the Ministry of Justice, she was a field officer in primary drug prevention and has also worked in various areas, such as the promotion of juvenile and youth rights, legal support for people with mental disabilities and training of police personnel.

She has participated as an expert for Greece in the COST Action 'Offender Supervision in Europe' and in European research projects (such as STREAM and Study on alternatives to coercive sanctions as response to drug law offences and drug-related crimes). She is a member of the Hellenic and the European Society of Criminology, the European Group for the Study of Deviance and Social Control, the Hellenic League for Human Rights and the Confederation of European Probation.

Heidi BOTTOLFS



Ms Heidi Bottolfs is Deputy Director General of the Directorate of Norwegian Correctional Service. She is in charge of the Department of Content and Capacity Management, thus being responsible at national level for the work and employment of inmates, cooperation with external services, the application of programmes, the development of IT applications as well as for the monitoring and developing capacity of the service.

Ms Bottolfs has a long record working in various services of the judicial sector, including the Ministry of Justice and Public Security. She has been on several international assignments such as seconded member to the OSCE mission in Latvia, the Norwegian team of legal advisers in Georgia and at the office of the Human Rights Commissioner of the Council of Baltic Sea States. For a lengthy period she acted as the Head of the Research and Development Department of the Norwegian Staff Academy at the Correctional Service.

Ms Bottolfs has a double Master - in Comparative Politics and in Management. She speaks Latvian, German and Russian and her English is fluent. She is also trained in human rights law and organizational psychology.

David CLARKE



David Clarke joined the Irish Prison Service on 18 March 2014 as Governor, following 21 years of service in the Defense Forces. He works at the Irish Prison Service College and is Head of Learning and Development in the Irish Prison Service.

During his career in the Defense Forces David served on peacekeeping missions in Lebanon, East Timor, Eritrea, Liberia, Chad and Afghanistan. Throughout his career David has worked in various training appointments tutoring in the areas of leadership and management development, human resource management, peacekeeping, conflict management, operations and contingency planning. He holds a BA in Economics and Legal Science and an LLB, from National University of Ireland, Galway, Masters in Business Studies (Strategic Human Resource Management) from Dublin City University and a Masters in Science (Human Resource Leadership) from Sheffield Hallam University.

Santi CONSOLO



Born in Gangi (Palermo) in 1951. He graduated from the Palermo University and he joined the Magistracy in 1978. He worked as Supervisory Judge (*"Magistrato di Sorveglianza"*) from 1978 to 1981 and, in the following years, he worked both as judge and as public prosecutor in different Judiciary Offices in Sicily.

He was appointed as Deputy Public Prosecutor General at the Court of Appeal of Palermo, and he dealt with several trials against mafia organisations, including the so-called "maxi-one", the suit "Paziente + 37" and some trials for massacres, such as "Alletto Croce Benvenuto + 69".

From 1998 to 2002, as a member of the Higher Council of Judiciary, he participated in the Joint Commission for the study of the problems of the supervisory judiciary (*"Magistratura di Sorveglianza"*), established within the same Council, and he was appointed as President of the X Anti-mafia Commission.

In 2003, he was appointed as General Prosecutor at the Court of Cassation, and he was assigned firstly to the civil law sector and then to the criminal law sector. In that capacity, he dealt with more than 50 appeals, which were pointed out by the Office for their importance. He was also member of the Committee for the Access to Justice in the European Union at the Department of EU Policies of the Presidency of the Council of Ministers - Observatory for the implementation of Community Directions.

In 2008, he was appointed as Deputy Head of the Department of Penitentiary Administration, with competence over many matters, including: Prisoners and their Treatment, Execution of Sentences in the Community, Higher Institute of Penitentiary Studies, Office for Studies and Researches.

From 23rd June 2011 until 6th March 2014 he acted as General Prosecutor at the Court of Appeal of Catanzaro (Calabria).

From 7th March 2014 until December 2014 he acted as General Prosecutor at the Court of Appeal of Caltanissetta (Sicily).

He has been appointed as Head of Department of Penitentiary Administration on the 12th December 2014.

Una DOYLE



Una Doyle was appointed Deputy Director of the Irish Probation Service in November 2015, with responsibility for Corporate Services, which includes the management of Corporate Services; Finance; Estate; Human Resource Management and ICT.

Una joined the Probation Service, as a Probation Officer, in 1995 and filled a variety of roles at different levels across Probation Service Operations. These include working in both community and prison settings. Una also held national responsibility for Young Persons Probation, Human Resources and Staff Learning and Development.

Una is a registered social worker, with a Masters qualification in Social Work (UCD 1993). She also has a Master in Public Service Management (2001) as well as a postgraduate qualification in Managing Change.

In addition to a commitment to probation practice, Una has a strong interest in organisational and strategic development.

Ioana Manuela FRÂNGU



Frângu Ioana Manuela is Deputy Director for Education at National School for Training Prison Agents - Romania, position held since 2012. She graduated the Faculty of Letters, has been working as a teacher for more than 19 years, since 2000 in the penitentiary system. Ms Frângu also taught Communication Techniques and Ethics. With post degrees in "Communication and Public Relations", "Human Resources Management", "Programs and Project Management" and Master in "Criminal Science" has been always actively involved in important school projects and coordinates the educational activities carried out with students.

In a period of major changes occurring in the system of selection and initial training of prison staff, she has been involved in adapting, promoting and applying a normative framework that responds to the needs for professional development in a constantly changing penitentiary system.

Currently she is managing an Erasmus+ project “Learning by Doing”, developed in a Consortium of prison staff training institutions from six European and non-European states, which aims at orientating the didactic process especially towards practical training.

Fatih GÜNGÖR



Mr Fatih GÜNGÖR graduated from the Law Faculty, Ankara University (1997-2001). He has a Master Degree from the Law Department (Civil Law) Gazi University Social Sciences Institute and PhD studies continue at Ankara University, Institute of Social Sciences, Department of Public Law (Criminal Law). He has also studied language in the USA (one year).

In 2005- 2006 he served as a judge in the Güroymak district of Bitlis. In 2006-2010 he served as a judge in the Ömerli district of Mardin. In 2010- 2011 he served as a judge in the Ortaköy district of Aksaray. From 2011 until June 2015) he was rapporteur Judge at General Directorate Prisons and Detention Houses –Ministry of Justice. Since 2015 he is working at the Department of General Directorate Prisons and Detention Houses –Ministry of Justice (Responsible for Personnel/Staff)

He has participated in many national and international meetings, congresses, conferences and symposiums and has also lectured law on criminal execution and prison administration at the Ankara University Law Faculty, at the TOBB Economics University and at the vocational justice high school. He also gave lectures and seminars to Judge and Public Prosecutor candidates at the Turkey Justice Academy on Probation Practices and Prison Administration, under the Ministry of Justice. He participated in European Union Projects on Justice for Children, 90 Model Prison and Improvement of Enforcement Services.

Kirsten HAWLITSCHKE



Kirsten Hawlitschek has a degree in Russian studies from Leiden University.

After finishing her studies she worked for 7 years in the private sector, primarily trade and later as developer of international projects in Eastern Europe for a Dutch engineering company.

In 2000 she moved to Beijing, China for a period of 5 years. First, she was working as a project consultant for a Dutch company and later with the German development organisation GTZ as project manager of two large projects advising the Chinese government on environmental issues.

Upon her return to the Netherlands she worked from 2006-2012 as project manager and deputy director at the Netherlands Helsinki Committee. In this position she was managing projects in Central and Eastern Europe, Caucasus and Central Asia in the field of human rights, rule of law and democracy, focusing on lawyers, judges and prison services.

In 2012 she started working for the European Organisation of Prison and Correctional Services EuroPris and holds since January 2013 the position of Executive Director.

Erich HUBMANN



Colonel Erich Hubmann, MAS, Austrian Prison Service Academy is born in 1954.

1989-2006: Manager of economic matters in the prison "Justizanstalt Wien-Favoriten"

Since 1996: teacher and seminar leader of the Austrian prison Service Academy

Since 2006: Manager of the department Basic Training in the Austrian Prison Service Academy *Special private education*

2001-2005 course "Supervision, Coaching and organizational development"

2007-2008 course "Psychodrama Coaching and Supervision"

Hannu KIEHELÄ



Hannu Kiehelä graduated the University of Tampere, Finland in 1991 with an LA in Science of Education combined with main subject in Science of Administration. In 1997 he defended a Ph.D. in Science of Education at the same University. In 2011 he graduated Advanced Leadership Training in educational management and institutional collaboration at the University of Jyväskylä, Institute of Educational Leadership.

Between 1991 and 1997 he was Senior Researcher at the Police Academy of Finland.

In 1997 he was observer at the European Institute of Public Administration (EIPA), Maastricht, Netherlands, responsible for evaluation of police activities and administration.

Between 1998 and 2002 he was Head of the Research Department at the Police College of Finland where he was responsible for of the national police research, research programs and research budget and finance as well as for recruiting research personnel for the Finnish police.

Since 2002 Hannu Kiehelä is Director of the Training Institute of Prison and Probation Services.

He is responsible for the organizational development, management, budgeting, developing of curricula, strategic development, curriculum planning and human resources.

He has been involved as an international expert in projects with Estonia, Kosovo¹, Namibia, the Russian Federation and the USA.

¹ All reference to Kosovo, whether to the territory, institutions or population, in this text shall be understood in full compliance with United Nations Security Council Resolution 1244 and without prejudice to the status of Kosovo.

Toute référence au Kosovo mentionnée dans ce texte, que ce soit le territoire, les institutions ou la population, doit se comprendre en pleine conformité avec la Résolution 1244 du Conseil de Sécurité des Nations-Unies et sans préjuger du statut du Kosovo.

Cheryl LAMONT



Cheryl Lamont has been Chief Executive of the Probation Board for Northern Ireland (PBNI) since November 2016.

Cheryl is the Chief Officer and Accounting Officer and is responsible for the leadership, strategic direction and management of PBNI; the organisation's operational and financial performance and the quality of its external relationships. She is the Probation Board's principal adviser on policy and practice on the management of offenders and the main representative of PBNI in all its external dealings. She is responsible to the Probation Board and to the sponsoring Department (Department of Justice) for all aspects of PBNI's activities including expenditure.

Cheryl joined PBNI in 1985, having previously worked for a voluntary organisation. She is a qualified social worker and has an MBA in Business Administration.

Cheryl completed research through the Winston Churchill Fellowship Programme in 1997 on Perpetrator Programmes and travelled across the USA and undertook intensive training in Duluth, Minnesota and also in Boston. She used her research to establish perpetrator programmes within the justice sector in Northern Ireland. Cheryl's leadership interests are in collaborative working and innovation.

Laura von MANDACH



Laura von Mandach (PhD in Sociology) has been Head of the Information and Documentation Unit of the Swiss Prison Staff Training Centre (SPSTC) since 2010. (see: www.prison.ch)

Today, with a team of four people, she is responsible for all communication, information and documentation activities of the SPSTC (website, newsletter, multimedia and library). She also promotes the exchange of expertise between practitioners and other stakeholders on relevant prison and probation issues, organising different kinds of meetings (workshops, site visits and conferences). Since 2013, she has also been a member of the SPSTC's executive board. Her working languages are German, French, English and Portuguese.

Last year Laura von Mandach joined an advisory board of the Federal Office of Justice. As one of its members, she evaluates pilot research projects related to the execution of sentences and measures: <https://www.bj.admin.ch/bj/de/home/sicherheit/smv/modellversuche.html>

Andrea MATOUSKOVA



Andrea Matouskova is the General Director of the Czech Probation and Mediation Service since 2016. Andrea has worked in probation for over twenty years, before her appointment as a General Director, she managed the department for analyses, methodology and conceptions of the Probation and Mediation Service. She studied Social Work at Charles University in Prague.

Andrea Matouskova is a trainer at the Institute for Further Education of Judges and State Prosecutors. She has previously been invited as speaker by organisations such as the Confederation of European Probation (CEP), EuroPris, and Council of Europe. She specializes in child crisis intervention, psychotherapy, mediation and conflict resolution.

Andrea Matouskova authored and co-authored a broad range of books and articles on topics concerning social work with juveniles and social work in criminal justice.

Jens Holm MADSEN



Mr Jens Holm Madsen is Head of training at The Training Centre of the Danish Prison and Probation Service.

He has a Master in Management of Educational Institutions and is MA in Pedagogy from the University of Copenhagen.

He has been an external lecturer in pedagogy at the University of Copenhagen, Department of Philosophy, Education and Rhetoric.

He has been project leader in the development and implementation of compulsory training for all prison officers in the Danish Prison and Probation Service in 2013, and in the development and implementation of new education for prison officers in 2009.

Iris NAERT



Iris Naert is a junior Director in one of the training academies for penitentiary personnel in Belgium since 2009. She holds a Master in Criminology and a Master in Business Economics - Management of Government. At the Training Academy she is responsible for management, budgeting, developing of curricula and curriculum planning.

Tomáš OLŠAR



Tomáš Olšar studied English language at the Faculty of Arts, University of Ostrava, Czech Republic and finished his Master's degree in 2000. After finishing his studies, he worked as a grammar school teacher for 12 years and then in the private sector for 3 years.

Tomáš has been working for the Prison Service of the Czech Republic since 2011. He was international relations officer at the Office of the Director General until June 2016. Currently he is Head of the External Relations Unit. Among his main responsibilities is the broad field of international cooperation as well as public relations.

Christian ØVERGAARD



Christian Øvergaard started working in the Norwegian Correctional Service in 1990. After working in different prisons as prison officer, he has stayed in uniformed management positions in the prison system for more than 20 years. Øvergaard has been working at the University College of Norwegian Correctional Service KRUS since 2002. Currently he is the chief officer at KRUS, and is responsible for recruitment for the two year course of study to become a prison officer as well as for the assessment of trainees' professional conduct during training.

Øvergaard holds a Masters Degree from the University of Cambridge in Applied Criminology, Penology and Management.

Nathalie PERROT



Directrice des services pénitentiaires

Cursus universitaire : 1999, maîtrise en droit privé, Université Jean Moulin Lyon 3

Cursus professionnel :

2002-2003 : tribunal de grande instance de Villefranche-Sur-Saône, assistante du Procureur

2004-2009 : maison centrale de Saint Maur, directrice de détention

2009-2013 : maison d'arrêt de Fleury-Mérogis, directrice du service technique

2013-2014 : maison d'arrêt de Fleury-Mérogis, directrice du quartier femmes

2014-2016 : Ecole Nationale d'Administration Pénitentiaire (ENAP), organisation de la formation des directeurs

- Fonctions actuelles (depuis octobre 2016) : ENAP, Directrice de la formation :
- Supervision de l'organisation des différentes formations dispensées par l'ENAP ;
- Supervision de la mise à jour des programmes et méthodes pédagogiques ;
- Supervision du suivi des élèves.

Gillian ROBINSON



Gillian Robinson has been the Head of Human Resources and Organisational Development since 2008 and is a member of PBNI's Management Executive Team.

Gillian leads on the areas of core Human Resources function, Change Management, Culture, Learning and Development, Health & Safety, Equality, Social Enterprise and Staff Health and Well-being.

Peter SCHULTE



Born in 1963 in Germany (Leverkusen), works as a psychologist at the Prison Service Training Center in Lower Saxony.

In the training center, he is responsible for the staff recruitment of correction officers in Lower Saxony. Besides that, he teaches psychology during the vocational training of correction officers; he is responsible for the advanced trainings of prison staff in Lower Saxony and is in charge of the communication between the Training Center and its international contacts.

Since 2013 he works in the Prison Service, as a psychologist in several prisons. This includes work as a forensic expert, carrying out communication and management trainings as well as de-escalation techniques in conflict situations.

Before working in the Prison Service, he worked with disadvantaged young people at the Chamber of Handicrafts (Handwerkskammer) Braunschweig, where his former profession as a locksmith was very useful.

Alongside his Job he gains several qualifications such as Master in Suggestopedia and as NLP-Master.

Jana ŠPERO



Jana Špero is the Head of the Sector for Probation in the Ministry of Justice of the Republic of Croatia since 2012. She holds a Master Degree of Law and the Master Degree - Specialist of criminal investigation. She started working with offenders as a probation officer and a manager of the probation office. Prior to probation, she was working on cooperation with international criminal courts and was a co-agent of the Republic of Croatia before the International Court of Justice in the genocide case. As an International Consultant of the Council of Europe she was involved in

different activities regarding the development of probation services: workshops, round tables and projects. She has been engaged as Council of Europe's expert in Projects in Bosnia and Herzegovina and Montenegro and as a TAIEX expert on probation. She has represented the Croatian Probation service at many international conferences and was a representative of Croatia in different international projects. She is currently the Project leader of the Transition Facility EU Project "Support to further development and strengthening of the Probation Service in Croatia". In October 2016 she was elected board member of CEP (Confederation of European Probation).

Gemma TUCCILLO



Gemma Tuccillo is Head of the Italian Department of Juvenile Justice and Probation since 15 March 2017.

From September 2015 until March 2017, she was Deputy Head of Cabinet of the Minister of Justice Mr Andrea Orlando. In that period, she coordinated the Working Group on "Measures concerning the organization of the Department of Penitentiary Administration and the Department of Juvenile Justice and Probation", for the implementation of the "*Regulation on the organization of the Ministry of Justice*".

She also coordinated a multi-disciplinary and inclusive consultative forum on the prospects of reform of the system of execution of criminal sanctions (*Stati Generali*), established by the Minister of Justice.

She gave her contribution for the drafting of Memoranda of Understanding such as the "Special Programme for Education and Training in Juvenile prisons and services of the Ministry of Justice", and for the employment of Regione Lazio Staff at the Offices of the Court of Appeal of Rome. She cooperated in the drawing up of the Framework Convention between 'Roma Capitale' and the Ministry of Justice for the development of community works for the rehabilitation of prison population or persons under other measures involving deprivation of liberty.

She was committed in the renewal of the "*Bambinisenzasbarre Onlus*" Memorandum of Understanding. In July 2016 she was appointed member of the Commission for International Adoptions, established at the Presidency of the Council of Ministers.

In August 2016 she was appointed full member of the Assembly of the National Family Observatory.

As for training activities, she has been *Lecturer* in several Seminars and vocational training courses for judges organized by the Superior Council of the Judiciary and the Magistrates' School, on family and juvenile laws.

She graduated Law Faculty with honours at the University of Naples "Federico II".

Robert TYPA



Minister Counsellor in the Department of the Enforcement of Judgments and Probation Ministry of Justice, Poland, responsible for international cooperation, EU funds and co-operation with Probation and Prison Services.

Since 2016 he is the Chairman of the Expert Group on security of judicial documents in e-Law / e-Justice Working Party of EU Council in which he works since 2014.

He is also AML/CTF (anti-money laundering / counter terrorist financing) Expert (16 years of experience) - former Director of Polish Financial

Intelligence Unit (2005-06, 2007-08), former Member of the Council of Europe MONEYVAL Bureau,

Legal Working Group in Egmont Group;

Expert of the European Commission. He was also the Chairman of Typologies Working Group in MONEYVAL (2006-08).

CLOSING PLENARY SESSION / SÉANCE PLÉNIÈRE DE CLÔTURE

Priit KAMA



Priit Kama is born in 1971. He graduated from the Sindi Secondary School in 1990. He then graduated from the University of Tartu, Faculty of Law (1994). He has an MBA in Economics and Business Administration, Tallinn University of Technology (2006) and a PhD in Law, University of Tartu (2016). Since 1995 he is part-time lecturer at the University of Tartu, Faculty of Law.

Since 1994 Priit Kama is working at the Estonian Ministry of Justice, firstly at the Department of Economic Law, then as Head of Tartu Department and since 1998 he is Deputy Secretary General of the Ministry of Justice.

Vivian GEIRAN

Chair of the Council for Penological Co-operation (PC-CP)



Director of the Probation Service in Ireland since August 2012. Leads the Probation Service, an agency of the Department of Justice & Equality, with 395 staff, providing rehabilitation services to 8,500 offenders in the community and 1,500 in custody every day. A registered social worker with MA in social work (UCD) and MA in social studies (TCD), as well as a diploma in leadership and management. He is also member of the Department of Justice and Equality Management Board and of the Parole Board. Since December 2013 he is elected as member of the Council for Penological Co-operation (PC-CP), Council of Europe. In

February 2016 he was elected Chair of the PC-CP.

Jan KLEIJSEN



Jan Kleijssen was born in 1958 in Almelo (The Netherlands). He studied International Law at Utrecht State University (LLM in 1981) and International Affairs at the Norman Paterson School of International Affairs, Carleton University, Ottawa (MA 1982).

Jan joined the Council of Europe in 1983 as a Lawyer with the European Commission of Human Rights. He was Secretary to the Parliamentary Assembly's Political Affairs Committee from 1990 to 1999. Jan then served as Director of the Secretary General's Private Office and afterwards as Director and Special Advisor to the President of the Parliamentary Assembly.

Jan is currently the Director of Information Society and Action against Crime, Directorate General Human Rights and Rule of Law, of the Council of Europe.

His Directorate carries out standard-setting, monitoring and co-operation activities on a wide variety of issues, including:

- Freedom of expression
- Data protection
- Internet governance
- Cybercrime
- Terrorism

- Criminal law
- Fighting corruption and money laundering
- Action against drug trafficking and drug abuse

Jan was appointed Chair of the Council of Europe's Disciplinary Board in December 2015.

He takes a great interest in history and cinema and is also a keen marathon runner.

Besides his mother tongue Dutch, Jan is fully fluent in English, French, German and Italian.

Jan is the author of several publications in the field of human rights and international relations. The forthcoming edition of the Netherlands Yearbook on International Law will feature his article on "Cybercrime, evidence and territoriality: issues and options".

 Twitter: [@JKleijssen](https://twitter.com/JKleijssen)

Directorate General Human Rights and Rule of Law

Council of Europe

Website: www.coe.int/justice

Social media: [Facebook](#) - [Twitter](#) - [LinkedIn](#)

Marianne VOLLAN



Marianne Vollan is Director General of the Directorate of the Norwegian Correctional Service, a position she has held since 2009.

She is lawyer by profession and has inter alia served as a Judge at the Court of Appeal, and as Head of Penal Law Section in the Department of Legislation, Ministry of Justice. Ms Vollan is a sought speaker and expert both nationally and internationally

She has published a book on compensation to victims of sexual offences, and has contributed to several scientific publications and written numerous articles on correctional theory and practise.

Marianne Vollan is currently Vice President of The European Organisation of Prison and Correctional Services (EuroPris) and a Board Member of International Corrections & Prisons Association (ICPA) and recently appointed as a Board Member of an Association of Norwegian Public Employers.

ELECTED MEMBERS OF THE COUNCIL FOR PENOLOGICAL
CO-OPERATION WORKING GROUP (PC-CP)

MEMBRES ÉLUS DU GROUPE DE TRAVAIL DU CONSEIL DE
COOPÉRATION PÉNOLOGIQUE (PC-CP)

Vivian GEIRAN

Chair of the Council for Penological Co-operation (PC-CP)



Director of the Probation Service in Ireland since August 2012. Leads the Probation Service, an agency of the Department of Justice & Equality, with 395 staff, providing rehabilitation services to 8,500 offenders in the community and 1,500 in custody every day. A registered social worker with MA in social work (UCD) and MA in social studies (TCD), as well as a diploma in leadership and management. He is also member of the Department of Justice and Equality Management Board and of the Parole Board. Since December 2013 he is elected as member of the Council for Penological Co-operation (PC-CP), Council of

Europe. In February 2016 he was elected Chair of the PC-CP.

Jörg JESSE

Vice-Chair of the Council for Penological Co-operation (PC-CP)



Head of the Department of Prisons, Probation and Petitions for Clemency, Ministry of Justice of Mecklenburg-Western Pomerania, Schwerin, Germany.

Jörg Jesse, born in 1953, studied Psychology at the Christian Albrecht's University of Kiel. He has been working in prisons in the following areas since 1983: Open juvenile and young adult prisons, closed adult prisons, Prison Headquarters and Ministry of Justice. He worked in managerial positions from 1993 to 2003 as Deputy Head of the juvenile and young adult Prison of Hameln, as Head of long term and preventive detention Prison Celle-Salinenmoor and Head of Hanover Prison. Since 2003, he has been Head of the

Department of Prisons, Social Services and Petitions for Clemency, Ministry of Justice of Mecklenburg-Western Pomerania, Schwerin and is Member of the Council of Penological Cooperation (PC-CP), a Council of Europe expert Working Group since 2011. In February 2016 he was elected Vice-Chair of the PC-CP.

Martina **BARIĆ**

Member of the Council for Penological Co-operation (PC-CP)



Martina Barić, head of Service of special programmes, analysis, evaluation and prisoners' and juveniles' records at the Head Office of the Prison Administration Directorate, Ministry of Justice, Croatia.

In 2003 she graduated from the Faculty of Education and Rehabilitation Sciences at the University of Zagreb, Department of Behavioural Disorders, and obtained an academic degree in Social Pedagogy (qualification for practical and scientific/research work on prevention, detection, assessment, early interventions and treatment, processing and

aftercare of persons with risk of developing or with developed behavioural disorders, related to their education, socialization, rehabilitation and social integration).

Since 2004 she has been working for the prison service firstly as treatment adviser in semi-open penitentiary and for the last ten years at the Head Office, as senior adviser, Head of department and currently Head of service. She was also Commissioner for suspended sentence under supervision and for community work with persons on probation.

During her professional career she has been dealing primarily with different areas of psychosocial treatment of prisoners - assessment of criminogenic risks and needs and development and implementation of rehabilitation programs for prisoners to reduce reoffending and to enhance the quality of their future life after release. She was a member of several national expert groups responsible for development of prevention and intervention strategies in the field of drug addiction and other problematic behaviour. She is lecturer at the Prison staff training centre, guest lecturer at the Faculty of Education and Rehabilitation Sciences and guest lecturer at the Reference Centre for Addictions at the Ministry of Health.

In December 2016 she was elected as member of the Working Group of the Council for Penological Co-operation (PC-CP).

She is the Council of Europe's consultant under Horizontal Facility for Western Balkans and Turkey: "Enhancing the protection of human rights of prisoners", providing services of consultancy in Kosovo², Montenegro and Serbia, in thematic areas of rehabilitation programmes for offenders, risk assessment tools and individual sentence planning.

Nathalie BOISSOU
Membre du Conseil de Coopération Pénologique (PC-CP)



Directrice des services pénitentiaires

Après un cursus universitaire juridique orienté vers le droit public, la sécurité et les sciences criminelles, suivi d'une expérience au sein des forces armées, elle a intégrée l'administration pénitentiaire en qualité de Conseillère d'insertion (1996).

En 2000, elle rejoint le corps des personnels de direction où elle a acquis une expérience multiple : directrice de la détention au centre pénitentiaire de Draguignan (2001-2003), rédactrice à l'Etat-major de la Sécurité (2003-2004), responsable de la zone Antilles Guyane à la Mission des services pénitentiaires de l'Outremer (2004-2006), chef du département Sécurité et détention à la Mission des Services pénitentiaires de l'Outremer (2006-2011) puis Directrice adjointe à la Maison d'arrêt de Majcavo (2011-2015).

Nathalie Boissou est actuellement Responsable du Pôle Relations internationales au Cabinet du Directeur de l'administration pénitentiaire française.

² All reference to Kosovo, whether to the territory, institutions or population, in this text shall be understood in full compliance with United Nations Security Council Resolution 1244 and without prejudice to the status of Kosovo.

Toute référence au Kosovo mentionnée dans ce texte, que ce soit le territoire, les institutions ou la population, doit se comprendre en pleine conformité avec la Résolution 1244 du Conseil de Sécurité des Nations-Unies et sans préjuger du statut du Kosovo.

Annie DEVOS

Membre du Conseil de Coopération Pénologique (PC-CP)



Administratrice générale des Maisons de justice, Fédération Wallonie-Bruxelles.

Annie Devos a acquis au cours de sa carrière une large expérience dans les secteurs de l'exécution des peines privatives de liberté et de la probation.

Elle a successivement été directrice de prison à l'administration pénitentiaire belge (1988-1991), attachée auprès du Ministre de la Justice pour la politique pénitentiaire (1991-1995), directrice détachée au service des études et affaires générales (1995-1997), directrice détachée au service de la gestion des situations individuelles des détenus (1997-1999), directrice régionale des Maisons de Justice pour le ressort de la Cour d'Appel de Bruxelles (1999-2004), conseillère générale pour les maisons de justice (2004-2006), directrice générale des maisons de justice (2006-2014) et enfin, depuis 2015, administratrice générale des Maisons de Justice à la Fédération Wallonie-Bruxelles.

Attila JUHÁSZ

Member of the Council for Penological Co-operation (PC-CP)



Attila Juhász graduated as a teacher of English and Physical Education and received his MA at the Hungarian University of Sports and Sport Sciences in 2007. He also completed the Open University's "Effective manager" course.

He has been working as a Governor of the Heves County Penitentiary Institute since 2007.

Apart from other initiatives introduced the "Storybook Mums" programme in Hungary, which won the ERSTE Award for Social Integration in 2013. Also started the "Prison for the City" programme in Eger and built up a system of long term, low cost and sustainable programmes that actively involve the local civic organisations in the reintegration process.

He has been involved in the composition of the new Hungarian Law on the Execution of Sentences and the current White paper on prison design

He worked as a Consultant in the Capacity Building of the Law Enforcement Agencies for Appropriate Treatment of Detained and Sentenced Persons in the Former Yugoslav Republic of Macedonia.

As of 2013 Attila Juhász is an elected member of the Council for Penological Co-operation (PC-CP).

Nikolaos KOULOURIS

Member of the Council for Penological Co-operation (PC-CP)



Dr Nikolaos K. Koulouris, elected member of the Working Group of the Council for Penological Cooperation of the Council of Europe (since December 2015), is Assistant Professor at the Department of Social Administration and Political Science, Democritus University of Thrace, in the field of "Social Policy and Offenders' Custodial and Non-Custodial Treatment". He teaches Penitentiary Policy, Criminology, Deviance and Social Control, Security and Human Rights, Juvenile Law and Delinquency. He is Chair of the Central Scientific Council for Prisons, an advisory body of the Greek Ministry of Justice, Transparency and Human Rights (since June 2016). He has also taught criminological courses at the Department of Communication and Mass Media, National and Kapodistrian University of Athens

(2012-2016) and he participated as a teaching staff member in common sessions of the International Intensive Common Study Programme “Criminal Justice and Critical Criminology” (2010-2014).

He has been a postgraduate fellow in Criminology and Penology at the Law School, Sector of Penal Sciences, University of Athens (1988-2000). Formerly working as a criminologist at Korydallos Judicial Prison, Piraeus, Greece (2000-2010) and being a substitute member and secretary of the Central Scientific Council of Prisons (1998-2003 and 2014), his academic work focuses on penal and prison reform, prison law and penitentiary policy, community sanctions and measures, deviance and social control, juvenile delinquency and justice, and human rights. He has been a member of law preparatory committees (legal aid, penitentiary code, electronic monitoring). He was a researcher in the project “European Prison Observatory Prison Conditions in the European Union” and scientifically responsible and researcher in the project “European Observatory on Alternatives to Imprisonment”, in the context of the JUSTICE programme, funded by the European Commission and elaborated by two partnerships formed by academic and research organizations from eight European countries (2013-2016). He has also contributed as an expert, teacher or researcher in crime prevention programmes (“Prevent Action”), in criminal justice personnel education programmes (“Fundamental Rights Education in Europe” FREE), police officers training in addictions (Organization Against Drugs - OKANA) and prison and probation officers professional training (Ministry of Justice, Transparency and Human Rights) (2004-2016).

Dominik LEHNER

Member of the Council for Penological Co-operation (PC-CP)



Dominik Lehner studied law sciences in Zürich and in Basel (PhD in International Civil Law), and became qualified lawyer 1989. Lehner began working as an academic employee in the public law and penal division of the Justice Department in Basel in 1990. In 1992 he spent one year working as an independent attorney of law before returning to the Justice Department, where he was promoted to Head of the Penal Administration Services in 1995. Among working for other public committees Dominik Lehner acted 10 years as President of the committee for victim support and was member of the Board of a large Swiss closed prison for 15 years. From 1999 to 2002 Lehner conducted the federal Swiss pilot project on electronic monitoring. He was member of the preparatory group of the CEP-Conferences on Electronic Monitoring 2003, 2005 and 2007. Since 2009 he is President of the committee for risk assessment of dangerous offenders of Northwest and Central Switzerland. In 2012 he was assigned as a consultant by the PC-CP for drafting CM/Rec (2014) 4 on Electronic Monitoring. Since 2014 he is an elected member of the PC-CP Working Group of the Council of Europe.

Nadya RADKOVSKA

Member of the Council for Penological Co-operation (PC-CP)



Nadya Radkovska has been working at the General Directorate “Execution of Sentences” since the beginning of 2004, initially as a member of the team responsible for the preparation of the system of alternative sanctions and measures (probation) in Bulgaria. Throughout this period she has participated in the development of policies in the sector, selection of future probation officers and implementation of partnership projects.

In 2009 Nadya Radkovska became Head of the newly formed sector International Cooperation and Professional Training of Staff at the General Directorate “Execution of Sentences”. She established a team to widen the international contacts of the organization.

As a sector head, Nadya Radkovska is responsible for the training and professional qualifications of staff for the whole organisation, which includes developing policies, strategies and programmes. She is also responsible for the monitoring of European projects and programmes running under the General Directorate "Execution of Sentences".

Nadya Radkovska has graduated with a degree in Psychology and a specialisation in the field of Forensic Psychology. In 1999-2000 she practiced at the largest university hospital for neurology and psychiatry in Bulgaria, at the department for Forensic psychiatry and psychology.

In 2007 she obtained a Counterterrorism MA with a specialisation in managing specialised antiterrorist operations.

Since December 2015 Nadya Radkovska is member of PC-CP Working Group.

Ilina TANEVA
Secretary to the Conference, Secretary to the PC-CP



Ilina TANEVA is Secretary to the Conferences of Directors of Prison Administration (since 2014 named Council of Europe Conference of Directors of Prison and Probation Services) as well as Secretary to the Council for Penological Cooperation (PC-CP), Council of Europe. She has been working for the Council of Europe since 1997 and has been secretary also to several other intergovernmental committees which elaborated standards in the field of penal and penitentiary law, prisons, probation and aftercare, crime prevention and juvenile justice. The major achievements in this area are the European Prison Rules (Committee of Ministers Rec(2006) 2); The European Rules for juvenile offenders subject to sanctions or measures (CM/Rec (2008) 11); The Council of Europe Probation Rules (CM/Rec(2010) 1); The European Code of ethics for prison staff (CM/Rec (2012) 5); CM/Rec (2012) 12 on foreign prisoners; CM/Rec (2014) 4 on electronic monitoring; 2016 CM Guidelines for prison and probation services regarding radicalisation and violent extremism and CM/Rec (2017) 3 on the European Rules on community sanctions and measures.

She has represented the Council of Europe as speaker at many international meetings, including meetings organised by the EU, UNODC, EuroPris, CEP and GCTF.

She has MA in history, post-graduate thesis on theory and history of art and culture (1979-1984) and LLM with a post-graduate thesis on international law (1983-1988), Sofia University, Bulgaria.

She has had training courses at the US State Department (1993) and at the European University Institute, Florence, Italy (1990 and 1991).

Before joining the Council of Europe Ilina Taneva has worked first as a trainee judge at the Sofia City Court (1988-1989), then at the Bulgarian National Commission for UNESCO (1989-1992) and afterwards as diplomat at the Bulgarian Ministry of Foreign Affairs (1992-1997).