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**25th COUNCIL OF EUROPE CONFERENCE OF DIRECTORS OF PRISON AND
PROBATION SERVICES**
**25^e CONFÉRENCE DES DIRECTEURS DES SERVICES PÉNITENTIAIRES ET
DE PROBATION**

**“COVID-19: CHALLENGES, LESSONS AND STRATEGIES
FOR THE FUTURE”**
**« COVID-19 : DÉFIS, LEÇONS ET STRATÉGIES
POUR L'AVENIR »**

9-10/11/2020

**CURRICULUM VITAE OF THE SPEAKERS
AND MODERATORS**

**CURRICULUM VITAE DES ORATEURS / ORATRICES
ET MODÉRATEURS / MODÉRATRICES**

Johan BAC



Johan R. Bac studied criminal law and psychology (1988-1994), completed his Ph.D. Thesis on juvenile criminal law (1998), worked as a public prosecutor and chief public prosecutor (1998-2016), as director “criminal justice system” at the Ministry of Justice and Security (2016-2018) and as the general director of the Dutch Probation Service (Reclassering Nederland) since 2018.

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.

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.

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 Kosovo¹, Montenegro and Serbia, in thematic areas of rehabilitation programmes for offenders, risk assessment tools and individual sentence planning. Since December 2016 she is elected member of the Working Group of the Council for Penological Co-operation (PC-CP).

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.

Rob CANTON



Rob Canton is Professor in Community and Criminal Justice at De Montfort University, Leicester, United Kingdom. Before joining De Montfort, he worked in the Probation Service for some 20 years in a number of different roles.

Rob has contributed to probation development and general penal reform in more than ten different countries, mostly in Europe. His first such venture was as the Rapporteur for the *Council of Europe Committee for the Reform of the Russian Prison System*. He has subsequently acted as a 'Short Term Expert' in a number of EU funded projects (PHARE Programme) to develop penal policy and practice. His involvement has gone well beyond presentations in large meetings and has included detailed discussion with senior policy makers and managers in national penal systems, as well as some local practitioner training. He was co-opted to the Council of Penological Co-operation in the Council of Europe to develop the European Probation Rules (2007-2010) and again in 2015-2016 to revise the European Rules on Community Sanctions and Measures. He also acted as a Specialist Adviser to the House of Commons Justice Select Committee in its Inquiry into the Role of the Probation Service (2010-2011).

Rob has written a number of articles and book chapters, mostly about probation, although also about international work and policy transfer. He has co-edited two books, [The Dictionary of Probation and Offender Management](#) (with David Hancock: Willan Publishing 2007) and [Policy Transfer in Criminal Justice: Crossing cultures, Breaking Barriers](#) (with Mary Anne McFarlane: Palgrave Macmillan 2014). His book, [Probation: Working with Offenders](#), was published by Routledge in 2011, and a second edition, [Probation](#), written with Jane Dominey, came out at the end of 2017. [Why Punish? An Introduction to the Philosophy of Punishment](#) was published by Palgrave Macmillan in June 2017.

Carla CIAVARELLA



Carla Ciavarella is penitentiary executive. Currently appointed as Director of the Coordination of institutional Relations Office at the Prison Administration Department in Rome (Italy).

During over 30 years of her professional career she has held various professional positions such as: manager for training courses of prison staff; director of prisons.

For 9 years she was in service at the UNODC where she dealt with: the penitentiary reform in Afghanistan, the coordination of police co-operation projects to combat illicit trafficking in the Balkans region and in South Africa where she worked on projects on domestic violence for the protection of abused women.

Phil COPPLE



Phil Cople has been the acting Director General of Her Majesty's Prisons since January 2019 and was subsequently appointed to the post permanently in November 2019. Phil has worked in offender management for nearly 30 years. He joined the Prison Service in 1990 as a prison officer before undertaking a range of managerial posts at different prisons, as well as Headquarters. He took up his first Governor post at HMYOI Deerbolt in 2000. He was Governor of HMP Frankland from 2002 to 2006, after which he became Area Manager for North East prisons and then the North East Director of Offender Management within the National Offender

Management Service (NOMS) with responsibility for both prisons and probation in the region.

Phil became a member of the NOMS Board in 2011 and served as Director of National Operational Services, Director of High Security, Director of Public Sector Prisons and Chief Operating Officer. He had a short spell seconded to the Ministry of Justice's Strategy Unit working on prison strategy in 2015.

Director General, Prisons

Upon creation of HM Prison and Probation Service (HMPPS) Agency in April 2017, Phil took up post as Executive Director Prisons, with responsibility for all prisons in England and the Agency's Head of Profession for prisons.

Annie DEVOS

Présidente du Conseil de Coopération Pénologique (PC-CP)



Administratrice générale des Maisons de justice, Fédération Wallonie-Bruxelles, Vice-Présidente de la Confédération de probation européenne (CEP).

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.

Audrey FARRUGIA

Depuis le 17 juin 2019 : sous-directrice de l'insertion et de la probation au sein du service des métiers de la direction de l'administration pénitentiaire.

Depuis octobre 2018 : adjointe au sous-directeur des missions à la direction de l'administration pénitentiaire : supervision de 4 bureaux chargés des sujets relatifs aux politiques d'aménagement des peines et d'alternative à l'incarcération, des prises en charge en milieu fermé, des politiques partenariales, sociales et d'accès aux droits des personnes placées sous-main de justice, et de l'expertise juridique en droit pénitentiaire ; animation du réseau des services déconcentrés de l'administration pénitentiaire sur ces différents sujets ; suivi de l'élaboration, de l'adoption et des premiers textes d'application de la loi de programmation 2018-2022 et de réforme pour la justice du 23 mars 2019.

Janvier 2016 à septembre 2018 : chef du bureau des applications pénales informatiques à la direction des services judiciaires : management d'une équipe de 30 personnes en charge des évolutions des applications informatiques pénales Cassiopée, Minos, APPI et NPP, conduite des différentes phases des projets en lien avec ces outils, de l'identification des besoins, aux tests et jusqu'à l'expérimentation en juridiction et la rédaction de documents fonctionnels; participation aux chantiers de la dématérialisation du processus pénal, menés au niveau inter directionnel et inter ministériel.

Janvier 2014 à janvier 2016 : vice-procureur près le tribunal de grande instance de Créteil, chef de la division de la réinsertion et du post-sentenciel : organisation et animation du service, formation des collègues, directives d'application des réformes pénales à destination des magistrats et du greffe ; réorganisation du service par pôles et création d'un pôle de permanence, entraide pénale pour la remise de personnes, gestion des mandats d'arrêt européens, transfèrements de détenus dans l'UE.

De 2013 à 2016 : intervenant auprès de l'Université Paris Est Créteil : enseignement d'un module d'exécution des peines dans le cadre du master II droit du contentieux et des voies d'exécution.

Septembre 2011 à Janvier 2014 : substitut du procureur près le tribunal de grande instance de Créteil (94): affectée à la division en charge de l'exécution des peines exécution des peines, audiences d'application des peines, gestion des scellés, traitement des incidents au sein du centre pénitentiaire de Fresnes, audiences correctionnelles, permanences générales (jour/nuit), règlements.

Septembre 2008 à septembre 2011 : substitut du procureur près le tribunal de grande instance de Nanterre (92) affectée à la division en charge de l'exécution des peines exécution des peines, difficultés d'exécution, audiences d'application des peines, gestion des scellés, frais de justice, traitement des incidents au sein de la maison d'arrêt des Hauts de Seine, audiences correctionnelles, sessions d'assises, permanences générales (jour/nuit)

Janvier à août 2011 : chef de la division en charge de l'exécution des peines.

Septembre 2006 à septembre 2008 : substitut du procureur près le tribunal de grande instance d'Amiens (80): exécution et application des peines, cabinet délinquance organisée et trafic de stupéfiants, infractions à l'environnement et à l'urbanisme, infractions militaires, utilisation frauduleuse des moyens de paiement, cyberdélinquance, audiences correctionnelles, permanence tous contentieux, règlements.

Janvier 2005 à février 2006 : auditrice de justice au sein du tribunal de grande instance de Bourges

Formation

2003-2005 École Nationale de la magistrature - Bordeaux

2002 Institut d'Études Judiciaires - Université Paris II Assas

2001 Maîtrise de droit privé mention carrières judiciaires et sciences criminelles - Université Paris II Assas

1999- 2000 DEUG et licence de droit privé - Université Paris XII St-Maur-des-Fossés

Anna FERRARI

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



Anna Ferrari was born in Mantova (Italy) in 1969.

Graduated in Law with honors, PhD in criminal law, expert in penitentiary law, European criminal law and supranational criminal law. She is the author of various publications and has participated as Speaker in several meetings, even at University level.

Since 1997 she has been judge carrying out public prosecutor functions, in civil and criminal sectors at Milan ordinary Court. She has been judge Member of the Ministers' Court, at the Court of Appeal of Milan. She has been for two years

Trainer, appointed by the Superior Council of the Judiciary in criminal law and criminal procedure law. Such training was addressed to judges. She attended collective and individual EJTN (*European Judicial Training*

Network) stages in French language in France, Belgium, Germany.

Since 2015 she has been Head of the Supervisory Office of Varese (Milan district) as judge for the execution of sentences, falling under the competence of five prisons and various communities, even relating to the rehabilitation of mentally ill offenders.

Since May 2017 she has been Judge working at the Ministry of Justice, Department of Juvenile Justice and Probation: she deals with the implementation of alternative measures to detention, legal counselling, examination of domestic and international legislation, relationship with the Judiciary.

Since December 2019 she has been Judge at the Brescia Court.

Marta FERRER PUIG



Marta Ferrer began her work experience as educator in a detention centre for young offenders in 1983. She worked for 17 years in the juvenile justice field, always at the Department of Justice of Catalonia (Spain).

From 2000 to 2018 she was Head of the Department of Social and Criminological Research and Training at the Centre for Legal Studies and Specialised Training. She was in charge of organising initial and further training for staff working in the field of victim support as well as in prisons, community sanctions, RJ and in the juvenile justice system. She participated and supervised several researches in these fields and has many publications.

At present, she is Deputy Director of Restoration and Probation. She is in charge of probation, restorative justice and victim support in Catalonia.

During her career, she has participated in different European projects and from 2006-2011 she was member of the Council for Penological Co-operation (PC-CP) of the Council of Europe. She also had been member of the board of the European Forum for Restorative Justice and is still a board member of the Confederation of European Probation.

Robert FRIŠKOVEC

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



Robert Friškovec has been employed since 2004 at the Prison Administration under the Ministry of Justice of the Republic of Slovenia as Coordinator for spiritual care of prisoners. Robert Friškovec collaborates with different religious communities on providing support in the form of spiritual care as requested by the prisoners themselves. Since 2016 he has accepted the role of managing the International Co-operation at the Prison Administration. Among his tasks is the implementation of the international standards at different levels of the Slovenian Prison System. One of his latest achievements is leading a working group on preparing the Strategy of Slovenian Prison System 2007-2010.

Since 2007 Friškovec has been organising a programme framework for prison staff and victim-offender mediators concerning international standards regarding prison settings and restorative justice topics. Because of his daily meetings with persons who committed criminal acts and victims of crime he is especially interested in developing victim-offender mediation and other variations of restorative justice in Slovenia. He took part in additional training on mediation skills and later provided training for mediators in victim-offender mediation. He is active member of the European Forum for Restorative Justice. In 2015 Robert Friškovec obtained MA in Restorative Justice with merit.


In December 2017 he was elected member of the Working Group of the Council of Penological Co-operation (PC-CP).

Vivian GEIRAN

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



Vivian is an Adjunct Assistant Professor (School of Social Work & Social Policy) at Trinity College, Dublin and a current member, as well as a past-President (2015-2017) of the (CoE) Council for Penological Co-operation (PC-CP). He represents Ireland on the International Penal and Penitentiary Foundation (IPPF), is a member of the Sentencing Guidelines and Information Committee of the Irish Judicial Council, and a Board member of the Irish Association of Social Workers and of the Ana Liffey Drug Project. He was Director of the Irish Probation Service for seven years to the end of 2019. Vivian is a registered social worker, with masters degrees in social work (UCD) and social studies (TCD), as well as a diploma in leadership and management (ILM).

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

Christos GIAKOUMOPOULOS



Date of birth: 19.07.1958
Nationality: Greek
Marital status: Married, father of three children
Languages: Greek, French, English, German, Italian
Current position: Christos Giakoumopoulos was appointed Director General of Human Rights and Rule of Law of the Council of Europe on 1 August 2017.

He was previously Director of Human Rights from 2011-2017 and also Director of Monitoring in the same Directorate General between 2006-2011.

Before joining the Directorate General of Human Rights, he was General Counsel and General Director for Legal and Administrative Affairs of the Council of Europe Development Bank (Paris).

Since joining the Council of Europe in 1987, he held posts in the Registry of the European Court of Human Rights, the Venice Commission and Director in the Office of the Commissioner for Human Rights, A. Gil Robles.

Mykola GNATOVSKYY



Dr Mykola Gnatovskyy holds an LL.M and a Ph.D. in International Law from Taras Shevchenko National University of Kyiv. Since 2002 he teaches Public International Law at the Institute of International Relations of the same University, specialising in International Human Rights Law, International Humanitarian Law, and International Criminal Law. Since 2009 he is a member of the European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment (CPT); its 2nd Vice-President in 2013-2015; and the CPT's President since 2015 (re-elected in 2017 and 2019). Dr Gnatovskyy is 1st Vice-President of the Ukrainian Association of International Law since 2017. He has been a member of editorial boards of international law journals published in Ukraine, Belarus,

Moldova, Romania, Russia, and the UK, as well as a long-standing expert on human rights and humanitarian law in various projects implemented by the Council of Europe, OSCE, European Union, and the United Nations. He is also a member of Ukraine's Interdepartmental Commission for the Implementation of International Humanitarian Law and has cooperated with Democracy Reporting International as a senior legal advisor for its project in Ukraine.

Kirsten HAWLITSCHKEK (EuroPris)



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, working as project consultant for a Dutch company and later with the German development organisation GTZ as project manager 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.

Christiane JESSE



Christiane Jesse, 63 years old, married, two children, finished her studies of Psychology at the University of Würzburg with a Diploma in 1982. She was trained in Psychodrama from 1982 to 1984 at Moreno Institute and graduated as a systemic coach from Institut für systemische Studien in Hamburg.

In 1982 she started serving for the penitentiary system of Lower Saxony, Germany, in the prison for young offenders in Hamlin. She was responsible for therapy, diagnostic, prognostic and counselling. From 1986 to 1991 she was head of department for a unit with 60 prisoners. In 1992 she worked in the prison of Celle as a counsellor for organisational development. From 1994 to 1999 she was engaged in organisational development in the prison of Hamlin and guided team development processes for staff members from other prisons in Lower Saxony. In 1996 as a member of the Ministry of Justice in Hanover she supported the administration of a program for addict prisoners to prevent HIV and developed operating figures for staff requirement.

From 1999 to 2002 she served as Deputy of the Director and Head of Custody in the prison of Hamlin where she became Director from 2002 to 2015. At that time the prison in Hamlin was the largest prison for young offenders in Germany.

Since 2015 she is Director General, Department of Prison Administration, in the Ministry of Justice, Lower Saxony. She is responsible for 14 prisons with about 4000 inmates and a Training school for about 3600 staff members.

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
- Artificial Intelligence
- Internet governance
- Cybercrime
- Terrorism
- Criminal law
- Fighting corruption and money laundering

Jan was chair of the Council of Europe's Disciplinary Board from 2015 to 2020, and Council of Europe Internet Governance Coordinator since 2018.

In May 2018, the Secretary General appointed Jan to lead the work on reform proposals following the Elsinore Ministerial Session. They should serve as a basis for discussion at the next Ministerial Session in Helsinki in May 2019, mainly the 70th Anniversary of the Council of Europe.

Onalytica, a marketing software platform, in July 2019 included Jan among the Top 100 influencers on the regulation of new technologies.

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

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

Publications:

- [“Conseil de l'Europe et intelligence artificielle. Les droits de l'homme, l'Etat de droit et la démocratie face aux défis du développement et de l'utilisation de l'intelligence artificielle”](#), L'Observateur de Bruxelles n°115, February 2019
- “Cybercrime, evidence and territoriality: issues and options”, the Netherlands Yearbook of International Law, 2017
- [“Freedom of expression - does it need to be defined?”](#) on-line by 'Halsbury's Law Exchange' November 2015
- [“Una Internet Centrada en los Derechos Humanos y en las Personas - La perspectiva del Consejo de Europa”](#) Nueva Revista N° 145, November 2013
- “Protecting Internet freedom - A pressing challenge” in 'Synergy Magazine' of the European Law Students' Association, n° 52 II-2012
- “Council of Europe standard-setting in the human rights field”, Netherlands Magazine for Human Rights/NJCM Bulletin, November/December 2010
- “No Peace without Human Rights: The Council of Europe and Conflict Prevention”, in: “The European Union and Conflict Prevention”, by T.M.C. Asser Press (Editors V. Kronenberger and J. Wouters) October 2004
- “International Human Rights Monitoring Mechanisms” Essays in honour of Jakob Th. Möller, The Raoul Wallenberg Institute Human Rights Library, volume 7 (2001)
- “Political monitoring of obligations within the Council of Europe”, Netherlands Magazine for Human Rights/NJCM Bulletin, July/August 1997
- Regular contributions (5-6 times per year) to 'Nederlands Juristenblad' (Netherlands Law Gazette) on Commission case-law (1983-1987)
- “International security and national interests: a conceptual analysis”, 'International Spectator', June 1983, vol XXXVIII, n° 6



Twitter: [@JKleijssen](#)

Directorate General Human Rights and Rule of Law
Council of Europe

Website: www.coe.int/justice - Social media: [Facebook](#) - [Twitter](#) - [LinkedIn](#)

Manfred KOST

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



Dr. Manfred Kost is since 2017 Head of the Prisons and Probation Division, Ministry of Justice, Saarbrücken, Germany and he is currently also i.a. Deputy State Secretary. Between 2012-2017 he was Deputy Attorney General in Saarbrücken. Between 2009-2012 he was Head of the Prisons and Probation Division, Ministry of Justice, Saarland. Between 2005-2009 he was Governor of the Prison for Young Offenders in Ottweiler (Saarland). In 2004-2005 he was Judge at the District Court Saarbrücken. He has legal expertise in criminal and civil law. In 2003-2004 he was Personal Assistant to the Minister of Justice Saarland, in 2002 he was Secretary of the Committee of Inquiry at the Parliament of Saarland. Between 1996-2001 he was Judge at the District Court in Merzig. In 1995-1996 he was Judge at the Administration Court of the Saarland.

Dr Kost has Dr. jur. (PhD in law with distinction) in Comparative law method and Private International law, University of Trier, Trier (Germany). He also has LLM (with distinction), University of East of Anglia, Norwich (United Kingdom).

Rómulo MATEUS



Rómulo Mateus is a Public Prosecutor, graduated in Law in Lisbon University, and started his career in 1990 as delegate of the public attorney office, before being appointed on June 2002 as Chief Inspector of the South Delegation of the Inspection Department of the Prison Services.

In June 2013, after being authorized by the Supreme Council of the Public Prosecutor, Rómulo Mateus served, for a period of 5 years under the scope of EULEX (European Rule of Law), in a mission in Kosovo as Head of the Organised Crime Investigation Unit of the Special Prosecution Office of the Republic of Kosovo until 2017, when he returned to Portugal.

He has been an expert of the Council of Europe and member of the Experts Committee on Remand in Custody and its Implications for the Management of Penal Institutions and in several other European expert groups and since 2019 board member of the European Organisation of Prison and Correctional Services

In February 2019 he was designated Director-General of Prison and Probation Services.

OoO

Rómulo Mateus est Procureur, diplômé en droit de l'Université de Lisbonne et a commencé sa carrière en 1990, en tant que délégué du ministère public, avant d'être nommé en juin 2002 inspecteur-chef de la délégation sud du département d'inspection des prisons.

En juin 2013, après avoir été autorisé par le Conseil Suprême du Procureur, Rómulo Mateus a servi, pour une période de 5 ans, dans le cadre d'EULEX (État de droit européen), dans une mission au Kosovo en tant que chef d'enquête sur la criminalité organisée Unité de la République du Kosovo jusqu'en 2017, date de son retour au Portugal.

Il a été expert du Conseil de l'Europe et membre du Comité d'experts sur la détention provisoire et ses implications pour la gestion des établissements pénitentiaires et dans plusieurs autres groupes d'experts européens et depuis 2019 il est membre du conseil d'administration de la European Organisation of Prison and Correctional Services.

En février 2019, il a été nommé Directeur général des services pénitentiaires et de la probation.

Caron McCaffrey



Caron McCaffrey was appointed Director General of the Irish Prison Service on 13 December 2018. Caron has worked within the Justice sector for the last 18 years and at Director level in the Irish Prison Service since 2008. She started her career in the then Department of Justice, Equality and Law Reform in 2000 working in Asylum Policy and the Press Office before transferring to the Irish Prison Service in 2006 as Press and Programme Manager. She was promoted to Director of Corporate Services in 2008 and has held responsibility for several portfolios in the intervening period including Human Resources, Finance and Estates.

Caron holds a Diploma in Corporate Governance, an Advanced Diploma in Applied Employment Law, an MA in International Relations and a BA in English and History.

Gerry McNally



Gerry McNally is President of the Confederation of European Probation (CEP). CEP (www.cep-probation.org) is the network of probation and community sanctions bodies in Europe. Gerry is also Assistant Director in the Probation Service in Ireland (www.probation.ie). During his career with the Probation Service, he has worked all areas of the Service, in prisons, courts and community supervision, as a probation officer and as a manager. He is currently responsible for research and related initiatives.

Gerry McNally has published papers and made conference and workshop presentations on probation related issues and topics over many years. He has been also joint-editor of the Irish Probation Journal (Published by the Probation Service and Probation Board for Northern Ireland). His most recent publication '*James P. Organ, the 'Irish System' and the Origins of Parole*' is in Irish Probation Journal, Volume 16.

Gerry McNally is based at the Probation Service, Haymarket, Smithfield, Dublin, D07 WT27 Ireland. E-mail: president@cep-probation.org or gpmcnally@probation.ie

Iona Mihaela MORAR



Ioana Mihaela Morar holds a PhD in Psychology (Title of the thesis: "Dysfunctional Cognitive Schemas Emphasized in the Hetero-Aggression of the Anti-Social Individual. Testing the Impact of an Application for the Penitentiary Environment"). Since 2017 Ioana Mihaela Morar is Deputy General Director of the Romanian National Penitentiary Administration. She is also Associate Professor ("Psychology of antisocial/delinquent behaviour") at the University of Bucharest, Faculty of Sociology and Social Work. For more than seven years, Ioana was the Eastern Europe Regional Representative in the European Prison Education Association.

Her studies in Psychology (BA), Social Sciences - "Deviance. Criminality. Social prevention and intervention" (MA), Law - "Criminal sciences and criminalistics" (MA), alongside other relevant trainings for the *prison management and treatment of persons deprived of liberty* domain (e.g. "Leadership and Good Governance", Supervising Matters Related to Detention", "Human Resources Manager", "Judicial Psychology") enabled her to acquire an in-depth understanding of the penitentiary population, and a comprehensive knowledge on the main problems and current debates relating to detention and criminal justice systems, both in the professional and academic realms, in terms of management and development of all aspects of prison systems.

She has been working for more than 16 years in the field of prison (e.g. treatment of persons deprived of liberty, mental health care, rehabilitation and reducing re-offending, human resources and staff training) and she has consistent, relevant experience as expert also in Azerbaijan, Lebanon, Moldova, Montenegro, Algeria.

Ioana joined the Romanian prison service in 2004 as Senior Psychologist Officer and then as Head of the Psychosocial Assistance Service at the Gherla Maximum Security Penitentiary and afterwards, since 2010, Director of the Social Reintegration Directorate, Romanian National Penitentiary Administration.

While performing expert assignments - in addition to her main professional activity in the Romanian prison system, she became well accustomed to the needs of reforming actions in these prison systems and, consequently, she substantiated consistent recommendations and contributed, in general lines, to the development of strategies, work plans, programmes, methodologies, based on objective evaluations.

Danijela MRHAR PRELIĆ



Danijela Mrhar Prelić is Director of the Slovenian Probation Service since 2018. Before that she was its Acting Director; Head of Service in the Probation Service; Project Manager at the Justice Development Service; Governor of the Women's Iq Prison and Senior Advisor for juvenile offenders at the Radeče Correctional Home. Since 2015 she is also Assistant in Criminology and Penology at the University of Primorska, Faculty of Education.

Danijela Mrhar Prelić has a PhD in Law and Criminology, University of Ljubljana, Faculty of Law, Theme of the doctoral thesis "Recidivism of persons sentenced to imprisonment". She also holds MA in the Science in Criminology, thesis "The effectiveness of a Correctional home for juvenile offenders in terms of sociotherapeutic policies". She has graduated the University of Ljubljana, Faculty of Law and has spent a semester at Karl-Franzens-Universität Graz, Institut für Erziehungswissenschaften, Social pädagogik, Austria.

Laura NEGREDO LÓPEZ

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



Since 2018 Laura Negredo is the Deputy Assistant Director-General for Open Regime and Alternative Measures in the Ministry of Interior, Spain. She has been working in the field of alternative measures for more than 10 years, holding several positions like Technical Advisor and Head of Service. In 2016 and 2017 she was the Resident Twinning Adviser of the Twinning Project "Support for further development and strengthening of the Probation Service in Croatia".

She holds a B.A in Psychology (UCM, Madrid), a M.A in Forensic and Criminal Psychopathology (UCJC, Madrid) and a M.A in Forensic Legal and Clinical Psychology (UCM, Madrid) and a M.A in International Crime and Justice (CUNY,

New York). For the latter, she received a La Caixa national competitive fellowship for master degree work in the United States.

She is currently member of the Council for Penological Co-operation (PC-CP) Working Group (Council of Europe), member of the Sex Offender Expert Group of CEP (Confederation of European Probation) and member of the Psycho-Legal Unit of the Forensic Sciences and Security Instituto (UAM, Madrid).

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 private sector for 3 years.

Tomáš has been working for the Prison Service of the Czech Republic since 2011. He was international relation officer in the Office of the Director General till June 2016. Now he works in the position of the Head of External Relations Unit. Broad field of international co-operation as well as the public relations belong among his main responsibilities.

Romain PERAY



Monsieur Romain Peray est un des deux collaborateurs directs de Monsieur Bredin, Directeur de l'administration pénitentiaire. La direction de l'administration pénitentiaire est composée de deux services : celui des métiers et celui de l'administration. Monsieur Peray est le **Chef du service des métiers**. Le service des métiers comprend : la sous-direction de la sécurité pénitentiaire ; la sous-direction de l'insertion et de la probation ; la mission de lutte contre la radicalisation violente.

Monsieur Peray est par ailleurs, **Président d'EUOPRIS** depuis mai 2019.

Son expérience précédente :

- Chef de la sous-direction des missions - Direction de l'administration pénitentiaire (mai 2017 - juin 2019)
- Conseiller pénitentiaire - Cabinet du Ministère de la Justice du Garde des Sceaux, Monsieur Jean-Jacques URVOAS (août 2016 - mai 2017)
- Responsable du bureau de l'immobilier pénitentiaire (janvier 2013 - juin 2015)
- Adjoint - Bureau de l'immobilier pénitentiaire (avril 2010 - janvier 2013)
- Directeur des services pénitentiaires (depuis janvier 2000).

Nadya RADKOVSKA

Vice-Chair 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 Co-operation and Professional Training of Staff at the General Directorate “Execution of Sentences”. She established a team to widen the international contacts of the organisation.

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.

Rudy Van DE VOORDE



Today the Belgian Official Journal publishes the appointment of Rudy Van De Voorde as Director General of the General Direction Penitentiary Institutions, in succession to Hans Meurisse, who has been working as an international expert at EuroPris since November 2017. The position was held ad interim by Jo Demuynck, who will resume his position as Regional Director North of the general direction Penitentiary Institutions.

Rudy Van De Voorde studied criminology, but started his career in the psychiatric care sector before making the switch to the prison system.

He has been working in the prison system since 1 January 1992 and has taken on several functions over the last 27 years.

He started his career as Deputy Director in the prison of Saint-Gilles, where his initiatives in terms of staff organisation, staff management and regime development soon gained attention in the mid-1990s, inspiring other prisons.

He then sat as Assessor in the Commission for Conditional Release of Brussels. From the start he helped give shape to the developments with regard to the external legal position of detainees and to the manner by which an independent court would henceforth decide upon the granting of conditional release.

Subsequently, he was Head of the personnel department of the prison system for six years. During that time, he actively participated in the reforms of the federal public function within the Ministry of Justice. As Project Leader, he helped shape the first organisation chart of the new FPS Justice.

After taking on assignments as Director in the prison of Forest and the closed centre for minors of Everberg, he became Head of the Prison of Dendermonde. There, his expertise as Prison Director soon became evident, too.

The former Director General eventually invited him to the main administration in order to implement the new security procedures in the Flemish prisons. Soon he was also put in charge of supporting the first generation of prisons constructed under public-private partnerships. He also was Project Leader for the construction of the prison of Beveren and helped draw up the specifications for the construction and renovation of buildings.

Before his secondment to the Policy Unit of the Minister of Justice, he was (again) appointed Head of the Prison of Saint-Gilles by his predecessor.

At the Policy Unit of the Minister of Justice, Rudy Van De Voorde worked as Adviser in the field of enforcement of sentences in general and enforcement of sentences of imprisonment in particular. In the aftermath of the 2016 strike, he was assigned to improve the penitentiary climate and to draw up the draft law concerning minimal service.

The appointment of Mr Van De Voorde took place on Monday 15 October 2018. He is appointed by the Minister of Justice, on the recommendation of the President of the FPS Justice.

Willem VAN DER BRUGGE (CEP)



Willem van der Brugge started his career in 1976 ago as a nursing officer - and some years later as a unit manager - in a psychiatric hospital in the province of North Holland (the Netherlands). In 1989 he became a specialised probation worker for the Addiction and Probation Service in the North of Holland and established several drug-free units in prisons to work with addicted prisoners.

In 2001 he switched jobs from local policy advisor to national policy advisor at the umbrella organisation of Addiction and Probation Trusts (SVG), where he dealt with various probation matters (Development of the Probation Registration System, Implementation of What Works, Redesign of the Dutch Offender Supervision) but also with financial issues regarding Planning and Control. For four years he was responsible for the operational and financial management of the SVG.

In 2013 he was appointed Secretary General of the Confederation of European Probation. Willem has a Master degree in Public Management and Governance.

Dirk VAN ZYL SMIT



Dirk van Zyl Smit is Emeritus Professor of Comparative and International Penal Law of the University of Nottingham, from which he retired at the end of July 2020. From 1982 until the end of 2005 he was Professor of Criminology at the University of Cape Town, where he was also Dean of the Faculty of Law from 1990 to 1995. In recent years he has also been a visiting professor at the Humboldt University in Berlin and the Catholic University of Leuven, and a Senior Fulbright Research Fellow and later a visiting Global Professor at New York University School of Law.

Dirk's academic qualifications are BA (1970) and LLB (1972) degrees from the University of Stellenbosch in South Africa and a PhD in law (1981) from the University of Edinburgh. He was admitted as an Advocate of the Supreme Court of South Africa in 1973. In 2008 he was awarded an [honorary Doctorate in Law](#) from the University of Greifswald in Germany.

Dirk's books include [Life Imprisonment: a Global Human Rights Analysis](#) (with Catherine Appleton) (Harvard 2019), which has received the 2020 European Society of Criminology Book Award, and [Principles of European Prison Law and Policy: Penology and Human Rights](#) (with Sonja Snacken) (Oxford 2009). He is co-editor of [Punishment and Society](#) and the author of more than 140 articles, books and book chapters on criminological theory, sentencing and punishment.

Dirk is actively involved in law reform. In South Africa he was the primary consultant for the Correctional Services Act 1998 and a member of the National Council on Correctional Services from 1995 to 2004. He was project leader of the committee of the South African Law Commission investigating sentencing and author of its [Report](#). He has drafted prison legislation for the governments of Malawi, Bosnia and Herzegovina, and Bangladesh. He was expert adviser to the Council of Europe on the new European Prison Rules and the European Rules on Juvenile Offenders subject to Sanctions or Measures, and has drafted Handbooks on [Alternatives to Imprisonment](#) and [International Transfer of Sentenced Persons](#) for the United Nations Office on Drugs and Crime. He is the chair of the Board of [Penal Reform International](#).

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 Co-operation (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; the 2016 CM Guidelines for prison and probation services regarding radicalisation and violent extremism; CM/Rec (2017) 3 on the European Rules on community sanctions and measures and CM/Rec (2018) 5 concerning children with imprisoned parents.

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).