



MARJA RUOTANEN-BOURDAGES

Director General of Democracy and
Human Dignity

Council of Europe

PROFESSIONAL EXPERIENCE (CHRONOLOGICAL OVERVIEW)

- September 2022 – present: **Director General of Democracy and Human Dignity**. Areas of responsibility: anti-discrimination, diversity and inclusion, gender equality, violence against women, trafficking in human beings, children's rights, education, youth, freedom of expression, civil society, culture and heritage, audiovisual and cinematographic cultural support; manages budget of 120 million € and staff of 600, 38 nationalities.
- June 2018 – August 2022: **Director of the Committees, Parliamentary Assembly** of the Council of Europe. Prioritisation, supervision, and coordination work of parliamentary committees.
- January 2014 – May 2018: **Director of Human Dignity and Equality** (DG Democracy). Areas of responsibility: children's rights and sexual violence against children (Lanzarote Convention), trafficking in human beings (Anti-trafficking Convention, GRETA), gender equality, violence against women (Istanbul Convention, GREVIO), rights of persons with disability, LGBTI rights, minority rights (FCNM, ECRML), Roma, racism and intolerance (ECRI), sport and ethics.
- January 2012 - December 2013: **Director of Justice and Human Dignity** (DG Human Rights and Rule of Law). Areas of responsibility: Legal co-operation (CDCJ), Efficiency of Justice (CEPEJ, CCJE, CCPE), gender equality trafficking in human beings, children's rights.
- September 2009 – December 2011: **Director of Cooperation** (DG Human Rights and Rule of Law). Areas of responsibility: judicial reform, efficiency of justice, police and prosecutors, prison reform, cybercrime.
- *September 2005 – August 2009*: **Director of the Private Office of the Secretary General** (Terry Davis). Areas of responsibility: management and co-ordination of Private Office, relations with the Committee of Ministers and national governments and delegations. Office of the Commissioner for Human Rights, senior recruitment/staff matters, Directorate of Political Affairs (DPA), Secretary to the Senior Management Group, co-ordination of the Secretary General's agenda and communication, official visits and high-level contacts; development of reforms, implementation and follow-up.
- *September 2004 – August 2005*: **Deputy Director of the Private Office** (Terry Davis). Areas of responsibility: Directorate General of Administration (DGA), staff committee, Council of Europe Development Bank (CEB), Third Summit (16-17 May 2005, Warsaw, Poland), Private Office Budget (CCM), development of reforms, implementation and follow-up.

- July 2003 - August 2004: **Secretary to the Political Affairs Committee**, Parliamentary Assembly.
- January 2003–June 2003: **Adviser, Private Office of the Secretary General** (Walter Schwimmer). Areas of responsibility: Directorate General of Administration (DGA), Staff Committee, Council of Europe Development Bank (CEB).
- March 1999 –December 2002: **Secretary to the Political Affairs Committee**, Parliamentary Assembly.
- April 1996 – February 1999: **Adviser, Private Office of the Secretary General** (Daniel Tarchys). Areas of responsibility: culture, education, youth, Council of Europe Development Bank (CEB), social cohesion, Social Charter, social policies, health, Pharmacopoeia.
- April 1990 – March 1996: **Secretary to various Parliamentary Assembly Committees** (Migration and Refugees, Economic Affairs and Development, Equality between Women and Men) and Executive Assistant to the Clerk of the Parliamentary Assembly.

- Recognitions: Knight, First Class of the Order of the Lion of Finland, by the President of the Republic of Finland (6 December 2025).
- McGill University and Université du Québec Master of Arts degree (economics, international relations, law, political science).
- Finnish nationality (from Rovaniemi). Fluent in Finnish, English and French; intermediate German and Swedish.