

ANITA ERNSTORFER

ENTREPRENEUR | CONSULTANT | PHILANTHROPY ADVISER | RESEARCHER | FACILITATOR |
EVALUATOR | LEADERSHIP DEVELOPMENT

Address: 18 Harvest Lane, Newark, DE 19711, USA | **Email:** anita@untangle.world | **Phone:** +1-646-812-1915
Website: <https://untangle.world/> | **LinkedIn:** <https://www.linkedin.com/in/anita-ernstorfer-52b74859/>

PROFILE

Twenty-three years of experience working globally for socio-political change and effective engagement in transitional and conflict-affected settings. Depth and breadth of roles as an advisor, facilitator, trainer, applied researcher, evaluator, manager, mentor, analyst, and strategic planner with experience across the humanitarian–peace–development policy and programming realms. Deep commitment to leadership and collaborative team development, embracing complexity, and working towards systems change.

AREAS OF EXPERTISE

Applied research, facilitation, training, evaluation, and organizational development in transitional and complex settings; broad experience working with civil society, multi-lateral organizations, regional organizations, international non-governmental organizations, private foundations, regional organizations, and the private sector.

Topics: Peacebuilding; political violence prevention, conflict prevention; conflict transformation; mediation and dialogue; justice, governance, human rights; conflict sensitivity/Do No Harm; promoting social change across the development–humanitarian–peace spectrum; gender; complexity and systems change approaches.

Regional expertise: Africa, the Middle East, Asia, Latin America, Europe, and the US. *Country experience (in alphabetical order):* Armenia, Barbados, Bolivia, Burundi, Cyprus, DRC (Democratic Republic of Congo), East-Timor, Ecuador, Ethiopia, Germany, Georgia, Ghana, India, Iraq, Israel, Kenya, Kyrgyzstan, Nepal, Mali, Sierra Leone, Pakistan, Palestine, Peru, the Philippines, Somalia, South Sudan, Syria, Tajikistan, Ukraine, US.

SKILLS

Facilitation and training:

- creative multi-stakeholder facilitation
- consensus building
- training facilitation and adult learning
- collaborative learning

Strategy and program development:

- strategic portfolio and program design
- systems analysis
- systems and complexity-informed approaches to change
- organizational design, monitoring, evaluation, and learning strategies
- collective impact approaches

Research and evaluation:

- applied research & policy development
- complexity aware evaluation approaches, i.e., outcome harvesting
- meta-reviews, developmental evaluations
- case studies

Individual and organizational development:

- team and leadership development
- individual mentoring
- organizational change processes
- development of governance structures of networks and coalitions
- member of advisory boards

Management:

- supervising staff and consultants
- mentoring
- collaborative team development
- performance evaluation
- partnership development
- fundraising

Languages:

- English (fluent)
- Spanish (UN proficiency exam 2009)
- German (native)
- French (basic)

Technical: systems mapping (Visio, Kumu); administrative (Microsoft Office Suite);
Using AI in research methods; Foundational website design skills

CURRENT PROFESSIONAL ROLE

UNTANGLE (LLC) | NEWARK, DE, USA – working globally

Principal/Owner – Independent Advisory & Applied Research

March 2019 – present

Advisor, facilitator, trainer, applied researcher, evaluator, manager, mentor, analyst, and strategic planner working for systems change with organizations across the humanitarian – peace – development policy and programming realms and with US domestic democracy-promoting organizations. Course Director of the ‘[effective advising in complex contexts course](#)’ (informal and formal leadership and change management skills) – in person and online. For more information about my work, please see my detailed CV and webpage: <https://untangle.world/>.

LONG-TERM CONSULTING AFFILIATIONS (2019 - ongoing)

Interpeace International Advisory Team (IPAT), Switzerland | Common Cause | US

Folke Bernadotte Academy (FBA), Sweden on reconciliation, mediation and dialogue facilitation & leadership

UN Peacebuilding Fund (UN PBF)

UNDP Crisis/Conflict Roster | | Evaluation Roster, German Foreign Office (Auswärtiges Amt)

PAST PROFESSIONAL EXPERIENCE: STAFF ROLES (2003-2019)

CDA COLLABORATIVE LEARNING PROJECTS (CDA), CAMBRIDGE, MA

2013 – 2019

Director, Peacebuilding Effectiveness Practice & Advisory Services

2015 – 2019

Co-Director, Reflecting on Peace Practice Program (RPP)

2013 – 2014

UNICEF: OFFICE OF EMERGENCY OPERATIONS, NEW YORK, USA

2012 – 2013

Peacebuilding Adviser (global advisory role)

UNITED NATIONS DEVELOPMENT PROGRAM (UNDP), NEW YORK, USA

2008 – 2012

Adviser, UNDP Executive Office

2011 – 2012

Conflict Prevention Specialist (global advisory), Bureau for Crisis Prevention and Recovery (BCPR)

2008 – 2012

UN DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS, NEW YORK, USA

2006 – 2008

Associate Governance Officer, Public Administration Branch

DEUTSCHE GESELLSCHAFT FÜR TECHNISCHE ZUSAMMENARBEIT (GTZ) - NOW GIZ

2004 – 2006

Country Portfolio Manager, Division for Latin America and the Caribbean

2004 – 2006

Junior Expert, Division for Governance, State Reform and Public Administration

2003 – 2004

EUROPEAN COMMISSION (EC): DIRECTORATE GENERAL OF DEVELOPMENT, BRUSSELS

2003

Trainee/Stagiaire, Unit ‘Relations with the UN system, member states and OECD donors’

SELECT PUBLICATIONS (2023/2024)*

*complete publication list available in my detailed CV and on my website <https://untangle.world/>

Ernstorfer, Anita. “[Strategic Peace Mediation and Dialogue Efforts to Shift Conflict Systems.](#)” Folke Bernadotte Academy (FBA), April 2023, pp. 1-10.

Ernstorfer, Anita, Nora Refaail, & Jan Ubels. [The Effective Adviser’s Handbook: A Resource for Professionals Working in Complex Contexts.](#) Interpeace Advisory Team (IPAT), Dec. 2022.

Ernstorfer, Anita. [Synthesis Review of UN Peacebuilding Fund \(PBF\) 2021-2022 Evaluations and Evaluative Exercises.](#) Nov. 2023, pp. 1-71.

EDUCATION

M.A. (Magister Artium) Political Science (major), and Spanish Philology (minor) - with distinction

Ludwig-Maximilians-University | Munich, Germany | 2002

Teaching and Visiting Scholar | Reed College | Portland, Oregon, USA | 2000 - 2001

B.A. Political Science and Spanish Philology | Eberhard-Karls University | Tübingen, Germany | 1999