

CURRICULUM VITAE

Proposed role in the project	Consultant
Family name	Moll
First names	Suzanne
Date of birth	18/03/1961
Nationality	Denmark

Institution	Date from	Date to	Degree(s) or diploma(s) obtained
Danish School of Journalism	2015	2015	Postgraduate Degree in Crisis Communication
Royal School of Information and Information Science, University of Copenhagen	1985	1986	Master's Degree in Library Studies and Research
University of Copenhagen, Political Science	1979	1981	Studies in Economics
Other related training			
Altinget Denmark	2024	2024	Diploma in Public Affairs
Mindjuice Academy	2020	2020	Diploma in coaching
Wharton executive business school. Philadelphia, USA	2012	2012	Diploma in global economic crisis
Northwestern University, Chicago, USA	2000	2000	Diploma Innovation in leadership
Northwestern University, Chicago, USA	1994	1995	Diploma Innovation in leadership

Language skills: Languages and degree of fluency from A1 (beginner) to C2 (proficient)

Language	Reading	Speaking	Writing
Danish (mother tongue)	C2	C2	C2
English	C2	C2	C2
French	C1	C1	B2
German	B2	B2	B2
Swedish/Norwegian	C1	B2	B2

Membership of professional bodies	Member of Danish UNESCO National commission; Correspondent for Reporters without Borders; Member of jury for Danish TV and Radio Prize;
Present position	Independent consultant
Key qualifications	<ul style="list-style-type: none"> • Extensive experience in promoting gender-sensitive approaches in media, including implementing inclusivity strategies, delivering tailored training, and fostering equitable newsroom cultures. • Over 30 years of experience in media development, public service broadcasting, and crisis communication, with a strong focus on countering disinformation and promoting freedom of expression. • Proven track record in conducting evaluations of media programmes, different media interventions and activities, focusing on assessing effectiveness, inclusivity, and alignment with strategic goals, and providing actionable recommendations. She has long experience in conducting field missions with stakeholder interviews and in-depth analysis to evaluate media programmes, assessing the alignment of interventions and training content for media with global and regional policy frameworks, and performing periodic rapid evaluations of partner performance to track improvements in journalistic standards and adherence to crisis reporting guidelines. • Skilled in supporting capacity building in conflict-affected and politically sensitive environments, including designing and leading programmes to address misinformation, including training journalists in crisis communication and myth debunking. • Strong knowledge of EU and international frameworks for media freedom and disinformation, with a deep understanding of the media landscapes in Africa, Eastern Europe and MENA region.

Region	Date from	Date to
Africa: South Sudan, Kenya, Zambia, Moldova, Mongolia, Kyrgyzstan	2020	2024
Eastern neighbourhood: Ukraine	2015	2017
Africa and MENA: Zambia, Namibia, Botswana, Egypt, Libya, Morocco, Tunisia, Rwanda, Jordan	1998	2017
Central Asia: Kyrgyzstan, China, Russia	2010	2012

Professional experience:

Date from	Date to	days	Where	Company & reference person	Position	Description
06/2025	11/2025	10	Copenhagen	Tana vlb@tana-ehg.com	Thematic specialist	Evaluation: of IMS Multi Donor program in Myanmar. Participated in the evaluation of the program with a special focus on the misinformation and disinformation issues as well as the gender dimension. Drafted a detailed desk evaluation report outlining key results, identifying lessons learned , and providing actionable recommendations to guide future programme implementation and strategic focus.
07/2025	ongoing	65	Denmark/ Moldova / Central African Republic	Particip, Bruxelles, Belgium Maja Koprivica Maja.koprivica@particip.eu	Media and Evaluation Expert	Evaluation: of EU Global Thematic actions to counter disinformation and foreign interference and manipulation of information (FIMI), <ul style="list-style-type: none"> Conducted an evaluation of EUs programme aimed at fostering media development, promoting freedom of expression, and enhancing journalist safety as tools for strengthening democratic governance. Undertook 3 in-depth evaluations including field missions to Moldova and Central African Republic, and online evaluation interviews within Ukraine. In-depth evaluations include stakeholder interviews and comprehensive analysis. Drafted a detailed desk evaluation report outlining key results, identifying lessons learned, and providing actionable recommendations to guide future programme implementation and strategic focus.
08/2020	11/2025	220	Denmark/ Moldova (EU funded), Kenya, Zambia, Mongolia, Kyrgyzstan	Deutsche Welle Akademie, Germany aarni.kuoppa@dw.com maeki@dw.com	Project manager, Lead Communications specialist	Crisis Communication Chapter <ul style="list-style-type: none"> Developing communication chapters on how to navigate crisis communication between civil society, media and government institutions. Creation of a training curriculum on misinformation and disinformation, including a combination of international and local examples and applied theory on crisis typology, debunking tools and how to disseminate reliable information during and after a crisis. Webinars and workshops in Kyrgyzstan, Mongolia, Moldova, Kenya, Zambia. Analysed changes in participants' ability to fact-check and report verified information (measured by pre- and post-training assessments through different data collection tools, including surveys). General support focusing on trust and credibility and journalistic capacity building.
03/2020	11/2024	115	Denmark/ Kenya	Deutsche Welle Akademie/ FilmAid Kenya/UNHCR aarni.kuoppa@dw.com maeki@dw.com	Communications expert, gender specialist, radio specialist	SIKIKI radio training <ul style="list-style-type: none"> Led the SIKIKI radio training programme for content creators and radio producers in a refugee camp setting, fostering community-driven media initiatives. Assessed the alignment of the training programme with broader communication and refugee integration policies. Designed and implemented a tailored training curriculum focusing on gender mainstreaming, conflict-sensitive journalism, and combatting misinformation and disinformation. Conducted workshops with diverse participants from neighbouring countries and various tribal affiliations, ensuring the programme addressed cultural sensitivities and potential conflicts. Facilitated sessions on fact-checking rumours and educating content generators on identifying and debunking misinformation and disinformation, tailored to the camp's limited media landscape. Analysed changes in participants' ability to fact-check and report verified information (measured by pre- and post-training assessments). Organised community dialogues to build trust and encourage collaborative approaches to addressing rumours and spreading verified information. Supported reporting, and specifically on how the training aligns with national and international policies on media, gender, and conflict resolution, and how the programme contributes to policy outcomes, such as gender inclusivity, misinformation mitigation, and refugee empowerment.
05/2019	present	80	Denmark	CIEE Copenhagen inquire@ciee.org	Professor	CIEE gender and media training <ul style="list-style-type: none"> Designed the curriculum for a summer school programme on Gender and Media, tailored for American study-abroad students. Delivered training sessions and classes on feminism and gender roles organised study visits to Danish media outlets.

12/2023	05/2024	40	Kenya	Phoenix Design Aid, UNDP Accelerator lab CND@phoenixdesignaid.com	Lead project specialist	<p>Podcast production</p> <ul style="list-style-type: none"> Designed and developed a podcast concept and graphic materials for a UNDP Kenya series focused on leveraging collective intelligence to combat climate change in Tana River County. Field mission including interviews with key stakeholders, data analysis and reporting.
11/2023	12/2023	40	South Sudan	DWA for German Embassy in Juba aarni.kuoppa@maeki.dw.com	Lead Trainer	<p>Conflict sensitive reporting and election coverage</p> <ul style="list-style-type: none"> Training of local journalists in political reporting, identification of misinformation and disinformation, election journalism.
09/2023	12/2023	45	Uganda	OsloMet University gt@ruudco.no	Lead evaluation specialist	<p>Evaluation of the Journalism and Media International Center (JMIC) portfolio</p> <ul style="list-style-type: none"> Conducted a comprehensive evaluation of JMIC's projects, funded by the Norwegian Ministry of Foreign Affairs, focusing on freedom of expression and media development. Assessed the integration of gender sensitivity across the project portfolio to ensure alignment with international best practices and objectives. Undertook a field mission to Uganda, engaging in interviews with stakeholders, conducting analysis, and reporting. Provided lessons learned and recommendations to guide future project design and implementation.
06/2022	09/2022	70	Kenya, South Sudan, Palestine	Tana Consult for UNESCO rsp@tanacph.com	Lead communications specialist	<p>Evaluation of UNESCO's Global programme on media development, freedom of expression, and journalist safety</p> <ul style="list-style-type: none"> Conducted an evaluation of UNESCO's programme aimed at fostering media development, promoting freedom of expression, and enhancing journalist safety as tools for strengthening democratic governance. Undertook a field mission to South Sudan, including stakeholder interviews and comprehensive analysis. Drafted a detailed evaluation report outlining key results, identifying lessons learned, and providing actionable recommendations to guide future programme implementation and strategic focus.
12/2020	12/2020	15	Uganda	Deutsche Welle Akademie sheila.mysorekar@dw.com	Trainer	<p>CBN Cross boarder network</p> <ul style="list-style-type: none"> Designed and delivered specialised training sessions on conflict-sensitive journalism during the election campaign in Uganda, with a focus on addressing the challenges of fake news and misinformation.
06/2020	01/2021	100	Kenya, Uganda, Cameroun, Sierra Leone, Pakistan, Nepal, Myanmar	Fondation Hironnelle, Switzerland Caroline Vuilemin +41 21 654 20 20	Deputy editorial coordinator, communications specialist, trainer	<p>Covid-19 HUB</p> <ul style="list-style-type: none"> Organised and delivered online courses tailored to myth debunking, countering fake news, and building journalistic capacity to ensure accurate and responsible reporting during the crisis. Assessed the alignment of course content with global and regional policy frameworks, such as WHO communication guidelines and local government policies, on media during crises. Tracked participant learning outcomes through pre- and post-course assessments to measure knowledge improvement in myth debunking and responsible reporting. Established a centralised learning and editorial hub to support media teams across affected countries in responding to the pandemic. Assessed the impact of the hub on content quality by analysing changes in misinformation correction, adherence to fact-checking protocols, and improvements in editorial workflows. Served as the principal contact for Anglophone radio and online media partners, providing guidance and support to produce high-quality journalistic and communication content focused on combating the pandemic and the accompanying infodemic. Conducted periodic rapid evaluations of partner performance to assess improvements in journalistic standards and adherence to crisis reporting guidelines.

01/2015	12/2017	30	Ukraine	European Council (2015) And Internews (2017) Julia.gonchar@unwomen.org	Gender and Media Specialist	<p>Gender-sensitive journalism support for Internews' Strengthening investigative reporting project</p> <ul style="list-style-type: none"> Conducted a comprehensive gender-sensitive needs assessment and facilitated workshops for investigative journalism teams as part of Internews' initiative to enhance investigative reporting. Used surveys and focus groups to assess gaps in gender-sensitive reporting and establish baseline data for improvement. Assessed policies related to media and gender, and advised teams in Rivne, Mykolaiv, and Kyiv on implementing newsroom gender policies and improving gender-sensitive reporting practices. Tracked the adoption and implementation of gender-sensitive newsroom policies (e.g., policies promoting balanced sourcing, inclusive language, or equal representation in reporting). Delivered customised workshops focused on gender equality in media, incorporating practical exercises and strategies to transform newsroom culture. Collaborated with Internews' Gender and Inclusiveness Manager and provided tailored recommendations to strengthen gender-sensitive approaches in content production, newsroom culture, and audience engagement. Developed metrics to assess the effectiveness of gender-sensitive strategies (e.g., percentage of stories with gender-balanced sources or addressing gender issues), reported on progress, challenges, and provided recommendations to align the project with broader gender equality and media development goals.
01/2015	12/2017	660	Denmark	KVINFO (Danish institute for gender equality and diversity) tsj@kb.dk	Deputy director/ Acting director	<p>Danish Institute for Gender Equality and Diversity</p> <ul style="list-style-type: none"> Oversaw the day-to-day operations of the programme and led the design of a new project cycle, including the development of M&E frameworks. Ensured the project cycle aligns with international gender equality frameworks, such as the UN's Sustainable Development Goals (SDG 5) and national gender policies in North Africa and the Middle East. Led initiatives to empower women across North Africa and the Middle East, with a focus on Morocco, Tunisia, Egypt, and Jordan, through political and judicial support and institution building. Conducted regular rapid evaluations of the effectiveness of institution-building efforts, measuring improvements in gender-sensitive governance and judicial processes. Worked with local governments, international organisations, and civil society groups to influence policy changes that support women's rights and gender equality. Conducted assessments to determine the extent to which the programme has led to changes in national gender policies or practices that promote gender equality.
01/2010	12/2014	120	Myanmar	Deutsche Welle patrick.bennin@dw.com	Consultant to MRTV	<p>Consultant to MRTV (Public Service broadcaster in Myanmar)</p> <ul style="list-style-type: none"> Served as an advisor to MRTV management, supporting its transformation into a public service broadcaster. Facilitated discussions with key stakeholders to develop and adopt a Public Service Charter, modelled on the principles of the BBC, to guide the broadcaster's mission and operations.
01/2013	12/2014	120	South Sudan	DWA: patrick.leusch@dw.com	Chief editor, station manager	<ul style="list-style-type: none"> Engaged under a service provider contract with UNDP to establish a radio station in Bor Province, fostering local media development. Trained local personnel in impartial and unbiased radio reporting, promoting journalistic integrity and professionalism.
01/2013	12/2015	120	Denmark	International Media Support (IMS) jh@i-m-s.dk	Media Consultant – Program Coordinator	<ul style="list-style-type: none"> China: Oversaw and coordinated International Media Support (IMS) programmes and provided support to projects on investigative journalism. Morocco: Developed media programme including capacity building for female journalists. Benin, Ghana, Togo, Cote d'Ivoire: Supported projects on investigative journalism.
01/2011	12/2013	90	Zambia, Namibia, Botswana	WAN-Ifra melanie.walker@wan-ifra.org	Career coach	<p>Women in News</p> <ul style="list-style-type: none"> Supported a group of female media leaders across Zambia, Namibia, and Botswana, fostering professional growth through network building, one-on-one coaching, and tailored lectures. Delivered specialised training in editorial leadership, empowering participants to excel in senior media roles and drive organisational change.
01/2011	12/2013	25	South Sudan	Deutsche Welle Akademie (DWA) info@dw.com	Team Leader	<p>Media Development Programme: Radio Jonglei</p> <ul style="list-style-type: none"> Led the media development programme to establish a public service radio station in Jonglei Province under a service provider contract with UNDP. This included programme conception and implementation, stakeholder coordination, and monitoring and evaluation.

01/2010	12/2012	120	Denmark	Radio24seven ira@radio24seven.dk	Editor in chief	<ul style="list-style-type: none"> Led the news and current affairs division. Planned and established Denmark's new public service radio station, overseeing all aspects from studio requirements to programme scheduling and staff recruitment.
01/2010	12/2012	200	North Africa & Mena	International Media Support (IMS) jh@i-m-s.dk	Media Consultant – Programme Coordinator	<ul style="list-style-type: none"> Managed and provided consultancy for investigative reporting programmes in different countries including China, Russia, and the Arab World. Conducted periodic assessments of the media landscape to track progress in media freedom, diversity, and independence, and adjust the programme's strategies based on findings. Provided reports detailing progress on key metrics, challenges encountered, and recommendations for policy adjustments or programme improvements, including providing evidence-based recommendations to stakeholders on enhancing media reform efforts and strengthening the role of independent journalism in democratic processes. Kyrgyzstan: Led a rapid response mission to address urgent media needs. Libya: Conducted a post-revolution media assessment to evaluate and support the evolving media landscape. Egypt: Facilitated a strategy workshop for Radio Tahrir Morocco: Delivered media training to establish a safe space for female journalists, fostering inclusivity and gender equity in media. Tunisia: Conducted a comprehensive radio sector assessment Jordan: Provided support and training to advance investigative journalism practices.
01/2010	12/2011	50	Zambia	Danicom per.oesterlund@gmail.com	Media expert	Radio Breeze <ul style="list-style-type: none"> Supporting Radio Breeze business model. Capacity building for radio staff and management.
01/2009	12/2010	250	Denmark	Berlingske, BT likn@berlingske.dk	Editor-in-chief	<ul style="list-style-type: none"> Led BT, Denmark's second-largest tabloid, through significant challenges in a declining market. Led the relaunch of the newspaper's website, focusing on digital transformation and audience engagement to secure a stronger market position.
01/2006	12/2008	660	Denmark	TV2 Denmark midy@tv2.dk	Programmes director and managing editor at TV2 radio	<ul style="list-style-type: none"> Established the radio branch of Danish TV2 including independent news department. Programmes scheduling, staff recruiting, listener analysis.
01/2005	12/2006	120	Denmark	Danish Broadcasting likn@berlingske.dk	Head of regional radio	<ul style="list-style-type: none"> Head of Copenhagen regional radio. In charge of large editorial turnaround, including move of headquarters.
01/2001	12/2005	980	Denmark	Danish Broadcasting krm@berlingske.dk	Deputy editor-in-chief	<ul style="list-style-type: none"> Radio news department including 3 news independent concepts.
01/1994	12/2000	1320	Denmark	Danish Broadcasting likn@berlingske.dk	Coach, reporter, junior editor	<ul style="list-style-type: none"> Several positions in news department including producer, live reporter, election coverage, investigative reporting.
01/1985	12/1994	1980	Denmark	TV2 Denmark midy@tv2.dk	Reporter/researcher	<ul style="list-style-type: none"> News reporting.