

CV Thomas Dorg (48)

- ❖ Executive Director, Coretta & Martin Luther King Institute for Peace
 - ❖ Managing Partner, Dorg Consulting
 - ❖ Assistant Professor, Norwegian School of Leadership and Theology
 - ❖ Member of the OSCE Mediation and Dialogue Facilitation Expert Roster
 - ❖ Former National Emergency Mediator in Asylum conflicts
 - ❖ Experienced Advisor (coaching, guidance, mentoring etc.)
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Thomas is married to Cathrine Nymoene Dorg (44), and father to Aleksander (17), Scott (14) and Markus (10).

Thomas has a varied background from different sectors, but for the last twenty years the common denominator has been Conflict. Ten years ago he established Dorg & Remfeldt Consultancy (today: www.dorgconsulting.no) in partnership with Vidar Remfeldt, as a consultancy company in the field of conflict work and mediation. Today, he is the founding Executive Director for the Coretta & Martin Luther King Institute for Peace, in Oslo.

For many years Dorg has facilitated processes between groups in conflict, such as in the aftermath of the Gaza riots in Oslo, between gangs in Oslo, between conflicting groups in mosques and churches, and in Asylum Centre conflicts, often in an interdisciplinary context. As Head of the Street Mediation Program he has developed and implemented grass-root mediation and conflict preventive programs on a large scale. As a facilitator for a reconciliation process in the Middle East for more than fifteen years, he has long experience operating in and out of a conflict zone.

He is working with Conflict Management and Mediation in several academic institutions, also as an Assistant Professor at the Norwegian School of Leadership and Theology where he is heading the Conflict Transformation Studies. He has previously been heading the Mediation Studies at VID Specialized University, where Dorg was the initiator and responsible for the Nordic Conference on Mediation and Conflict Transformation (Creating Room for Dialogue) in November 2013. Today, Thomas is also involved as a guest lecturer, mentor and examination sensor at the University of Oslo, OsloMet, the Norwegian Police University College and University of South-Eastern Norway.

Dorg is an expert advisor in deadlocked situations in businesses, organizations and other social arenas where conflicts are given time and space to develop. He masters a wide variety of dialogue tools, such as; mediation, conferencing, dialogue circles, and more. He has designed, advised and facilitated numerous processes on various levels of society, inter-personal, inter-group, inter-ethnic, inter-religious, ecumenical - local and international. Until recently he was a National Emergency Mediator in asylum conflicts, covering more than 180 Asylum Centers nationwide. He is also on the OSCE (Organization for Security and Co-operation in Europe) roster of Experts in Mediation and Dialogue Facilitation.

In his consultancy work for the last ten years, he has had regularly assignments that requires the ability to map and analyze a situation or an organization and provide short-, and long term recommendations. This has been in a variety of sectors, both public and private. The main methodology is qualitative and conducted through interviews and participating observation. Thomas Dorg has excellent analytic- and writing skills.

Dorg's international experience comes from facilitation and/ or academic work in Israel/ Palestine/ Jordan (facilitation), India (facilitation/academic/workshops/training), Sri Lanka (academic) and Ireland (academic/workshops/training).

WORK EXPERIENCE

- 2019- this date **Executive Director, Coretta & Martin Luther King Institute for Peace**
- 2010- this date **Managing Partner, Mediator and Consultant, Dorg Consulting**
(former: Dorg & Remfeldt Consultancy AS)
- Clients (examples): Norwegian Directorate of Immigration, Norwegian Directorate for Children, Youth and Family, Sens, Churches and Mosques, Norwegian Tax Administration, Norwegian Medicines Agency, Culture Studies, Fredrikstad Municipality, Lørenskog Municipality, Bergen Municipality etc.
Mapping, consulting, facilitating dialogue in ongoing conflicts. Preventive work through training, workshops and mentoring.
- Partners: Simonsen Vogt Wiig, Mindup, Fagakademiet m.fl.
- 2016-dd **Assistant Professor, Norwegian School of Leadership and Theology**
Heading the Conflict Transformation Studies.
- 2012-2016 **Assistant Professor, VID Specialized University**
Heading the Conflict Management and Mediation Studies. Lecturing also in Social Work Studies on Bachelor and Master level.
- 2007-2010 **Head of the Street Mediation Program, Red Cross**
An extensive crime- and conflict preventive program with several hundred volunteers and youth participating. Today, the program is part of more than twenty Norwegian cities' crime and conflict preventive strategies, and is also implemented in several countries worldwide through the International Red Cross/ Red Crescent Organization. Dorg was one of the pioneers conceptualizing and implementing the program from the very start.
- 2002-2006 **Head of Development and Facilitator, facilitating a long-term reconciliation process in the Middle East, Abildso Foundation**
Facilitating a process between Israeli- and Palestinian leaders from various areas in society. Also creating award winning Social Innovation Programs in the social sector, like «**SkoleGård**».
- 2002-2003 **Advisor and Project Manager, Government Administration Services**
Leading cross departmental innovation processes involving main administrative services in the Government departmental structure.
- 1999-2001 **Higher Executive Officer, Head of production, Government Administration Services**

EDUCATIONAL BACKGROUND

- 2016 **Guidance Studies**, Oslo and Akershus University College of Applied Sciences (HiOA), 20 ECTS
- 2001-2002 **MA in Conflict Resolution**, Department of Peace Studies, University of Bradford (UK). Thesis: The Norwegian Role as Third Party Intervener. The Sri Lanka Peace Process (the thesis was on the Bradford curriculum the following year). 90 ECTS
- 1999 **Project Management Studies**, Norwegian School of Management, BI, 10 ECTS
- 1997 **International Human Rights Studies**, University of Oslo, 30 ECTS

1994-1998 **Cand mag Degree (similar to Bachelors Degree) in Social Sciences**, University of Oslo. 210 ECTS
Law, Political Science, Social Antropology

LECTURING, TRAINING and SUPERVISING

2016-this date **Assistant Professor**, Conflict Transformation Studies, Norwegian School of Leadership and Theology, Oslo

2020-this date **Guest Lecturer**, Relational and Conflict Management, University of South-Eastern Norway, Drammen

2016- 2019 **Examination Sensor**, Conflict Studies, Faculty of Law, University of Oslo

2014 **Guest Lecturer** in Conflict Resolution, Culture Studies (HIOA), Pondicherry, India

2014- 2015 **Guest Lecturer** in Communication and Conflict Management, University College Oslo and Akershus (HIOA) Bachelor in Nursery Studies

2013- this date **Guest Lecturer, Supervisor and Examination Sensor** in Conflict Resolution Studies and Culture and Diversity Studies, Norwegian Police University College, Oslo

2012- 2016 **Assistant Professor**, VID Specialized University. Conflict and Mediation Studies. (see above)

2011- 2019 **Associated Lecturer**, Masters Degree- and Diploma Studies in Conflict Intervention and Mediation, Edward Kennedy Institute for Conflict Intervention, Maynooth University (IE)

2011-2012 **Guest Lecturer**, Social Innovation and Entrepreneurship, Norwegian School of Management, BI

2008- 2016 **Lecturer** and responsible for the Conflict Studies at the Norwegian School of Leadership and Theology, Stabekk

2004- this date **Facilitated** a large number of Conflict Resolution and Mediation training sessions and workshops in Norway, Jordan, India and Ireland, with police officers, teachers, security personnel, children welfare officers, lawyers, church leaders, youth at risk etc.

2006 **Supervisor**. Supervising Master student in Peace and Conflict Studies, University of Oslo

ASSIGNMENTS

2015-this date **Expert in Mediation and Dialogue Facilitation**, Organization for Security and Cooperation Europe (OSCE). Part of the OSCE Expert Roster for support in facilitated peace processes.

2015-this date **Member of the Personnel Council**, Norwegian Pentecostal Church

2012- 2017 **National Emergency Mediator**, Asylum Center conflicts, Norwegian Directorate of Immigration, UDI.

2012- this date **Ambassador** for the Edward M. Kennedy Institute of Conflict Intervention, Ireland

2012 **Member** of the Iversen-Committee, Norwegian Pentecostal Church

2010- this date **Head of the Mediation Council**, Norwegian Pentecostal Church

2007- this date **Facilitator**, Middle East Program, a reconciliation process involving Palestinian-, Israeli- and Jordanian leaders.

2005-2009 **Publicly Appointed Mediator**, Norwegian Mediation Service

2004-2006 **Instructor and trainer**, Street Mediation Program, Oslo Red Cross
1999-2001 **Regional Coordinator** for Eastern Africa, Amnesty International

OTHER

2011 **Nominated to the Social Entrepreneur of the year Award, 2011**

2010 **Expert Team Member.** Part of the Durham University team in the tender for evaluating the Sri Lankan Peace Process (NMFA/NORAD). The tender was third in the competition won by the Christian Michelsens Institute in Bergen.

2008- this date **Keynote speaker, seminar speaker or host** at National, Nordic and International seminars and conferences (Norway, Ireland, UK, France), e.g. Confex (NO), Gatenær (NO), Troisième Conférence Européenne de la Médiation (FR), Norsk Antropologisk Forenings Årskonferanse (NO), Nordic Conference for Mediation and Conflict Transformation (NO), Voices From the Conflict (IE), Bradford Peace Studies 40th Anniversary Conference (UK), Diakonikonferansen 2015 (NO), International Mediation Conference (IE) etc.

2009 **Head Facilitator** for the dialogue panel in the 2009 Conference «Stemmer verdt å høre» in the aftermath of the Gaza Riots in Oslo. Participants were marginalized youth, Cabinet Ministers, the Mayor, the Police Chief, the Childrens Ombudsman etc.

PUBLISHED

2018 - this date Currently authoring a book on Mediation, Gyldendal Academic Publishing

2018 Dorg, T. & Sødal J.B. (2018), **Samtaleguide/ Veileder. Hvordan samtale om vanskelige temaer i kirkelig sammenheng?** Norges Kristne Rådsskriftserie nr. 22

2013 Garbarek et al. (2013), **Dialog er svaret på alt**, Frekk Forlag

LANGUAGES

Speaks fluent Norwegian, English, Swedish
Working knowledge of French