



Europass Curriculum Vitae

Personal information

First name(s) / Surname(s) **Angela Schultz-Zehden**
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E-mail asz@sustainable-projects.eu
Nationality German
Date of birth 30/10/1968
Gender female

Work experience

Dates	Since 2014
Occupation or position held	Managing - Director
Main activities and responsibilities	Overall responsibility for the SUBMARINER network secretariat: programme / project / workshop portfolio design; regular contact to all network members; maintenance and creation of contacts to related other European and global initiatives, networks, organisations and projects; representation of network at conferences; continuous screening of related policy developments as well as project initiatives; development and supervision of dissemination strategy
Name and address of employer	SUBMARINER Network for Blue Growth EEIG
Type of business or sector	Network Organisation for the promotion of innovative and sustainable uses of marine resources. Cooperation platform for actors and initiatives within the Baltic Sea Region and their interlinkage with other ongoing European and global developments and initiatives. Organisation and attendance of meetings, workshops, conferences and development & distribution of a comprehensive set of dissemination tools (website, newsletter, bulletins, etc.). Preparation of joint position papers as input to ongoing policy debates.
Dates	Since 2008
Occupation or position held	Managing – Owner
Main activities and responsibilities	s.Pro (www.sustainable-projects.eu) is specialised in the preparation, implementation & evaluation of transnational EU financed projects in the field of sustainable development. Integrated Maritime Policy with focus on Maritime Spatial Planning and Blue Growth is one of the special focal topics dealt with by the company with a number of key studies directly being developed by s.Pro with Mrs. Angela Schultz-Zehden acting as the responsible study / project leader.

Projects coordination / studies undertaken related to maritime affairs:

- **BaltSpace** "Towards Sustainable Governance of Baltic Marine Space" (BONUS, 2014-2018)
- **Support to the Implementation of the Integrated Maritime Policy of the EU** (DG Mare Framework Contract, 2012 – 2014) – special assignments for s.Pro / Study Lead: a) **Study on Blue Growth, IMP and the EUSBSR for the Baltic Sea** b) Advise on the maritime strategy in Adriatic-Ionian Sea
- **Identifying & Supporting Blue Growth Projects in Emerging Sectors** (DG Mare Framework Contract, 2012-2014) – special assignments for s.Pro / Study Lead: a) Support activities for the development of maritime clusters in the Mediterranean and Black Sea areas b) Study on Blue Growth and Maritime Policy within the North Sea Region and the English Channel c) Study on the Support of Knowledge Innovation Communities to the Development of the Blue Economy d) Study in support of Impact Assessment work on Blue Biotechnology.
- **SubMariner** (BSR Programme; EUSBSR Flagship Project, 3.7 mill €, 2010-2013) – Promotion of innovative approaches to sustainable use of Baltic marine resources (e.g. Algae, Mussels, Blue Biotechnology, Wave Energy); **Author of SUBMARINER Compendium (comprehensive assessment of innovative uses of Baltic Sea marine resources) & SUBMARINER Roadmap (Action Plan for Submariner Network 2014-2020)**
- **PartiSEApate** (BSR Programme; EUSBSR Flagship Project, 1.1 mill €, 2012-2014) – Multi-level Governance in Maritime Spatial Planning throughout the Baltic Sea Region - Promotion of transboundary MSP, pan-Baltic dialogue series with stakeholders on MSP, **Recommendations on future MSP governance system in the Baltic Sea Region** as input to "guidelines on transboundary coordination and consultation on MSP" & "guidelines on public participation on MSP in transboundary context" for Helcom-VASAB WG on MSP and VASAB Ministerial Conference
- **TIDE** (NSR Programme; 3.5 mill €, 2009-2013) – Promotion of Integrated Management in tidally influenced estuaries in Northern Europe; Co-Author of numerous TIDE publications; **Coordinator of Inter-estuarine comparison based on ecosystem service approach**; TIDE ToolBox;
- **BaltSeaPlan** (BSR Programme; 3.7 mill €, 2009-2012) – Promotion of Maritime Spatial Planning throughout the Baltic Sea (8 MSP pilot projects); Co-Author of "Vision for Spatial Development of the Baltic Sea in 2030" / Author of "**BaltSeaPlan Findings – Experience and Lessons on MSP**"
- **EcoRegion** (BSR Programme; 3.5 mill €, 2009-2011) – Putting sustainable development into practice throughout Baltic regions; Editor of EcoRegion Perspectives (spatial planning, transport & energy, education, agriculture, tourism); Author of EcoRegion Findings / Recommendations

Name and address of employer

Sustainable-projects / s.Pro GmbH (limited company)

Type of business or sector

Consultancy for transnational and national organisations, ministries, government agencies
Design, coordination & assessment of transnational EU projects

Dates

2005 - 2008

Occupation or position held

Managing – Owner / Founder

Main activities and responsibilities

Major / most relevant projects:

PlanCoast – Spatial Planning in ICZM (Adriatic, Black & Baltic Sea), Interreg IIB CADSES, 2 Mio €, Ministry for Transport, Construction and Spatial Planning Germany/Mecklenburg-Vorpommern

- **Author of Handbook on Integrated Maritime Spatial Planning – Development of MSP Cycle and MSP tools - recommendations to EU Maritime Policy, UNEP-Map, Black Sea Commission**
- Management of project with 16 partners from Germany, Bulgaria, Romania, Albania, Montenegro, Bosnia&Herzegovina, Croatia, Slovenia, Italy, Poland, Ukraine.

Senior Consultant for Council of the Baltic Sea States / Baltic 21 (2005 - 2009):

Member of consultation working group for the preparation of the new INTERREG BSR programme (2007-2013); moderator of 12 project development workshops; preparation of a series of Baltic 21 studies related to its Lighthouse Project Strategy:

- Assessment of current INTERREG IV V BSR Projects in relation to CBSS policy targets
- Evaluation of the 126 projects run under the INTERREG III B BSR programme for results and recommendations for sustainable development policy
- Political impact of Baltic 21 Lighthouse Projects (2002-2008)

Federal Ministry for Environment, Conservation and Nuclear Safety of Germany (2006-2008):

Responsible for INTERREG IVB Project Pipeline (12 Mio € / 4 projects * 3 Mio € budget): Identification of project themes / support priorities; development of partner / project structures & activities; logical framework; project activities; moderation of project development workshops (**all project applications successful**)

Name and address of employer	sustainable-projects (s.Pro) (single owner company)
Type of business or sector	Consultancy for transnational and national organisations, ministries, government agencies Design, coordination & assessment of transnational EU projects
Dates	2002 - 2005
Occupation or position held	Project Manager (part-time due to maternal leave)
Main activities and responsibilities	BALTICOAST - Integrated Coastal Zone Development in the Baltic Sea , Interreg III B, Ministry for Transport, Labour and Spatial Planning Mecklenburg-Vorpommern (2002 – 2005), Budget: 3,2 Mio € Co-Author of BaltCoast Recommendations (Introducing the concept of sea-use-planning) - Overall co-ordination of project activities among 25 project partners and 17 projects from 8 Baltic sea countries, development of sub-project activities, plans and reports; preparation of transnational workshops, synergy reports, development of national strategies for sea-use-planning; development of best practice cases; develop and promote recommendations for introduction of sea-use-planning and role of spatial planning in ICZM ; financial management and coordination
Name and address of employer	BC Berlin-Consult GmbH
Type of business or sector	International Consulting Company
Dates	1994 - 2001
Occupation or position held	Head of International & National Consulting Division (from 1998) / before Project Manager
Main activities and responsibilities	Responsible for international and national consulting projects in Central and Eastern Europe and CIS (mainly EU financed – EuropeAid, Tacis, Phare, CARDS, MEDA): Evaluation of projects / development of major studies & recommendations / management, co-ordination and controlling of all enterprise support and environmental management projects ; international tender and project preparation; liaison with international donor organisations and partner companies; financial control of projects
Name and address of employer	BC Berlin-Consult GmbH
Type of business or sector	International Consulting Company
Dates	1994 – 1995
Occupation or position held	Consultant
Main activities and responsibilities	Technical assistance to the European Commission, Brussels: <ul style="list-style-type: none"> • EU Tacis SME Programme: preparation of Terms of Reference for Tacis SME sector / development of country and sector strategies / supervision of project reporting / tender evaluations / analysis of shortlisted companies, etc. • Tacis Europartenariat Dortmund, Germany: project evaluation / selection, training and supervision of National Counsellors in CIS / selection and briefing of European senior experts • LEDA-Programme / Cross-Border Programme, Central and Eastern Countries: preparation of seminars for local employment promotion in Central and Eastern Europe / Author of LEDA-report "Local responses to unemployment: trends in the European Union and Central and Eastern Europe
Name and address of employer	Local and Regional Development Planning (LRDP)
Type of business or sector	EU Framework Contractor
Dates	1993 – 1994
Occupation or position held	Assistant to Head of SME Sector (Tacis Programme)
Main activities and responsibilities	Development of overall programme strategy and TORs for SME projects (yearly budgets: 20 Mio €); preparatory and monitoring missions to projects in CIS; tender preparation and evaluation; speaker at information events; between May and September '94 replacement of head of SME sector
Name and address of employer	European Commission, Brussels, DGI, Tacis-Programm
Type of business or sector	EU Technical Assistance Programme to the CIS
Dates	1992 – 1993
Occupation or position held	Assistant to Communication Office of Tacis Programme
Main activities and responsibilities	Development of communication material, conference documentations, speaker at information event
Name and address of employer	European Commission, Brussels, DGI, Tacis-Programm
Type of business or sector	EU Technical Assistance Programme to the CIS

Education and training

Dates	Oct '98 – May '02
Title of qualification awarded	Master of Business Administration (MBA) – Award: „Best MBA Graduate of the Year “
Principal subjects/occupational skills covered	Foundations of Senior Management (Organisation, Human Resources, Marketing, Finance) - Strategy - Financial Strategy - Marketing in a Complex World - Creativity, Innovation and Change
Name and type of organisation providing education and training	Open University of East Anglia
Dates	1991 – 1992
Title of qualification awarded	Master of Science (Econ) in European Studies
Principal subjects/occupational skills covered	Economic system of the European Union – Institutions of the European Union – Post WW2 History of the European Union – Foreign Policy
Name and type of organisation providing education and training	London School of Economics and Political Science
Dates	1991
Title of qualification awarded	Graduate Student Intern Programme / Scholarship German Foreign Office
Principal subjects/occupational skills covered	Sustainable Development – International Management of the Sea - Preparation of the UN Summit in Rio de Janeiro 1992
Name and type of organisation providing education and training	United Nations, Headquarters New York
Dates	1990 – 1991
Title of qualification awarded	General Course in Economics and International History
Principal subjects/occupational skills covered	Economic Development – Economics of Social Systems – International Post WW2 History
Name and type of organisation providing education and training	London School of Economics and Political Science
Dates	1988 – 1991
Title of qualification awarded	BSc Economics / Grade 1,8
Principal subjects/occupational skills covered	Economics
Name and type of organisation providing education and training	Free University Berlin / Freie Universität Berlin

Personal skills and competences

Mother tongue(s) **German**

Other language(s)

Self-assessment

European level ()*

English

French

Russian

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2	Proficient User	C2	Proficient User	C2	Proficient User	C2	Proficient User	C2	Proficient User
B2	Independent User	B2	Independent User	B2	Independent User	B2	Independent User	B1	Independent User
B1	Independent User	B1	Independent User	B1	Independent User	B1	Independent User	A2	Independent User

(*) [Common European Framework of Reference for Languages](#)

Social skills and competences

- High cultural competence in working with project partners from all over Europe
- Highly experienced in moderation & facilitation of workshops & seminars (qualified trainer / lecturer for MBA programme)

Organisational skills and competences	<ul style="list-style-type: none"> • Qualified international manager / more than 15 years of experience in development and management of complex international projects & studies throughout Europe; Eastern Europe and the CIS with large numbers of different project partners • Excellent communication skills – turning research results into policy advise & documents
Technical skills and competences	<ul style="list-style-type: none"> • More than 10 years of experience in EU Maritime Policy Issues with special focus on Blue Growth and MSP; manager of numerous transnational projects related to Blue Growth & MSP, moderator of numerous workshops / conferences related to IMP, Blue Growth, MSP author of key guiding documents related to Maritime Spatial Planning, Integrated Coastal Zone Management and new marine uses: <ul style="list-style-type: none"> ○ “Recommendations for the MSP Governance System around the Baltic Sea Region” (June 2014) ○ BaltSeaPlan Findings (March 2013) Experience and lessons from 8 MSP pilot projects in the Baltic Sea ○ SUBMARINER Compendium (Dec 2012) An Assessment of Sustainable and Innovative Uses of Baltic Marine Resources ○ BaltSeaPlan Vision 2030 (2011) Towards sustainable planning of Baltic Sea space – introducing key principles for allocating space in transnational MSPs ○ Handbook on Integrated Maritime Spatial Planning (2008) Experience, Tools & Instruments and Case Studies from PlanCoast – Introducing MSP cycle ○ VASAB Recommendations on MSP for EU Green Book (=> Blue Book) ○ BALTCOAST – Recommendations on the role of spatial planning in Integrated Coastal Zone Management (Coastline Report 2005-5) • Policy Advice to European Commission, transnational organisations (CBSS, VASAB, HELCOM, etc.), national and regional ministries and NGOs on Programme and Project Design • Evaluation and monitoring of EU programmes and projects / In-depth knowledge of EU Support Mechanisms & Procedures • Extensive experience in development and implementation of project action plans, guidelines, manuals and work programmes • In-depth knowledge of EU Baltic Sea Region Strategy & Baltic Sea Region Governance systems & institutions
Computer skills and competences Publications / Studies	<p>MS Office</p> <ul style="list-style-type: none"> • Schultz-Zehden, A., Gee K. 2013: BaltSeaPlan Findings – Experience and Lessons • Schultz-Zehden, A., Przedzimirska, J. & Zaucha, J. 2013: SUBMARINER Roadmap. Towards a blue-green economy in the Baltic Sea Region. Gdansk. • Schultz-Zehden, A. & Mtaczak, M. 2012: SUBMARINER Compendium. An Assessment of Innovative & Sustainable Uses of Baltic Marine Resources. Gdansk. • Schultz-Zehden, A., Gee K., Scibior K. 2008: Handbook on Integrated Maritime Spatial Planning. • Schultz-Zehden, A., Scibior K. 2007: Marine Spatial Planning. State of the Art of Coastal and Maritime Planning in the Adriatic Region. • Heinrichs, B; Schultz-Zehden. A, Toben S. 2005: Finding and recommendations from the INTERREG III B BaltCoast Project, Coastline Reports 5 (2005) • Study on Blue Growth, Maritime Policy and the EU Strategy for the Baltic Sea Region, DG MARE MARE/2012/07 - Ref. No 1
Driving licence	Category B