

**Name: Nora Refaeil**

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Languages: German, English, Italian, Persian

Working language: German and English

### **Areas of Most Relevant Expertise**

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#### Mediation

Mediation in complex settings in institutions and communities (national and international)

Mediation in intercultural contexts

Mediation with a specific focus on structural exclusion including structural racism and sexism

#### Organizational development

Organizational development in institutional and civil society settings with a specific focus on diagnosis, strategy, identity, HR, functions and processes as well as team building

#### Coaching, moderation and trainings

Coaching, leadership coaching, conflict coaching

Communication, leadership communication

Conception and implementation of trainings and further education

Expert moderation

#### Transformation processes

Design of and support in Theory U and Social Innovation Lab processes

Designing and accompaniment in processes of institutional transformation, especially in the field of diversity, inclusion and equity

#### Dealing with the past

Expert advice, design, accompaniment and moderation of dealing with the past processes including aspects around truth, reparations, justice and reform

## Selected References of Expertise

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- Designing and implementing a series of organizational development processes with a specific focus on institutional opening regarding diversity, inclusion, equity (2021-2024)
- Identity and value based organizational development of a state financed research and practice institute with 400 employees (2023)
- Multi-stakeholder dialogue process with governmental institutions and civil society organizations on structural exclusion (2023)
- Mediation in a state institution with a broad publicity with around 50 stakeholders with subsequent organizational development (2023)
- Mediation in a foundation with subsequent team building workshops (2023/2024)
- Team development in an administration unit (2022) and in a cultural institution (2023/2024)
- Regular leadership coaching, conflict coaching
- Course on Effective Advising in Complex Contexts, Interpeace (since 2016)
- Leadership, Conflict management and communication Course, University of Bern (2022)
- Expert advice and design of a dealing with the past process in Switzerland (2023/2024)
- Review of the implementation Recommendations of the Transitional Justice and Reconciliation Commission in the Philippines (2023/2024)

## Higher Education

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LL.M. Columbia University, New York, USA, 2002

Dr. iuris, University of Basel, Switzerland, 2005

Attorney at law, Basel, 1999

## Further Education

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Organisational development, mediation, intercultural mediation, intercultural competence, coaching, leadership in peacebuilding, mediation in organizations, mediation and facilitation, multitrack peace mediation, reconciliation processes, train the trainer, mentoring/monitoring and advising, complexity management, systems thinking.

## Career Milestones

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| Since 2022 | Partner with TopikPro, Firm for Mediation and Transformation Processes                                     |
| Since 2022 | Lecturer at the University of Bern, CAS Academic Leadership  |
| 2021/2022  | Trainer at DCAF (Geneva Center for Security Sector Governance on change management and effective advising) |
| Since 2020 | Vice President Federal Commission Against Racism, Federal Department of Home Affairs, Switzerland          |

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| 2018/2019  | Consultant for the Federal Department of Home Affairs, Expert Unit against Racism  |
| 2016-2018  | Lecturer at the University of Lucerne (Transitional Justice)   |
| Since 2016 | Senior Associate with the International Peacebuilding Advisory Team with Interpeace, Geneva  |
| 2014-2015  | Consultant with Conflict Prevention, Peacebuilding and Mediation Instruments Division, European External Action Service, Brussels              |
| Since 2014 | Member of the core team of the course "Effective Advising in Peacebuilding Contexts", Interpeace, Geneva                                       |
| 2014-2022  | <i>Conversations for Change</i> , Consultancy Firm, Basel  |
| 2010-2012  | Special Adviser on Dealing with the Past, International Civilian Office, Kosovo  |
| 2010-2019  | Member of the Swiss Expert Pool for Civilian Peacebuilding   |
| Since 2008 | Lecturer at the University of Basel and trainer at various institutes and academies (Anti-Discrimination, Transitional Justice, Peacebuilding) |
| 2008-2009  | Legal counsel, Novartis International and Pharma AG  |
| 2000-2010  | Attorney at law, VISCHER AG, Basel and Zurich  |
| 1998-2000  | Law clerk at the civil and criminal court, Intern at DoJ, Basel  |
| 1996-1998  | Researcher at the Institute for International Law, Fribourg  |

### **Selection of Publications**

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Nora Refaeil et al., *The Effective Advisers Handbook, A resource for professionals working in complex contexts*, 2022

Nora Refaeil, *Durch Dialog Rassismus begegnen*, *Perspektive Mediation* 1/2021

Nora Refaeil, *Stärkung lokaler Kapazitäten der Konflikttransformation, Einblick in das „Insider Mediation“ Projekt der EU in Burundi*, in: *Perspektive Mediation* 2/2020

Nora Refaeil et al., *Comprehensive Capacity Development: Moving Beyond Training as the Default*, *Journal of Peacebuilding and Development*, 2019

Nora Refaeil, *Acquittal of Ramush Haradinaj and War Crime Prosecution in Kosovo*, in: *swisspeace workingpaper* 1/20014, *Acquittal of Gotovina and Haradinaj*, p. 16-19.

Nora Refaeil, *Does Peace or Justice Prevail in Kosovo?*, *NZZ* 6th November 2013.

Nora Refaeil, *Challenges in Dealing with the Past in Kosovo: From territorial Administration to Supervised Independence and Beyond*, in *Politorbis* No. 54, 2/2012: *Tenth Anniversary of the International Criminal Court, the Challenges of Complementarity*, p. 87-94.

Uebersax, Peter/Refaeil, Nora/Breitenmoser, Stephan, The Reunification of Families in international and Swiss Refugee Law, in: UNHCR, Schweizerische Flüchtlingshilfe (Hrsg.), Schweizer Asylrecht, EU-Standards und internationales Flüchtlingsrecht, Eine Vergleichsstudie, Bern 2009, S. 471-538.

Nora Refaeil, The Right of Return between Dream and Reality, NZZ 1 March 2005.

Nora Refaeil, Some thoughts on the Right to Return, in: Fachstelle für Oekumene, Mission und Entwicklungszusammenarbeit der Reformierten Kirchen (OeME). Forum für Menschenrechte in Israel und Palästina, Bern 2005, S. 40ff.

Astrid Epiney/Karine Siegwart/Michael Cottier/Nora Refaeil, Swiss Democracy and European Union, Bern 1998.

Astrid Epiney/Nora Refaeil, International Comparison, in: Margrith Bigler-Eggenberger, Claudia Kaufmann (Hrsg.), Kommentar zum Gleichstellungsgesetz, Basel und Frankfurt am Main 1997, S. 360-417.

Astrid Epiney/Nora Refaeil (Hrsg.), The Equality between Men and Women, Swiss Papers of European Integration, Bern 1997.

Nora Refaeil, Karine Siegwart, The Concept of Indirect Discrimination in European and Swiss Law, Swiss Papers of European Integration, Bern 1997.

Astrid Epiney/Nora Refaeil, Equality: a divisible term?, AJP 1996, S. 179ff.