

Résumé



Hatem Ben Mansour

Curriculum Vitae

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I am leader, lawyer and organizer with proven results in communication, networking, strategic planning and problem-solving. My experience ranges from project management of IT-projects, casework on human rights to top-management of a nation leading NGO, while my spare-time are shared between volunteer work for our local football club and in civil society, while I have dabbled in music management and have a security background.

My educational expertise are International Human Rights, Criminal and Refugee Law which I have practiced both as a caseworker on asylum cases and from the broader perspective of an NGO on antiracism with reports inputs and individual cases on human rights.

In work I am focused on dialog and am solution-oriented with high implementation skills and good interpersonal skills. I achieve the results I have through a large degree of involvement and anchoring.

Traits that differ me from others are my ability for strategic planning and implementation of strategy, communication, networking and communication.

Expertise

Management

Organization and management

Personnel management

Organizational structures and processes, and development - Process management

Change management - Procurement.

Budget management.

Addition processes

Negotiations and conclusion of agreements.

Conflict management

Converting strategy into clear goals and practice - Anchoring of strategy and goals

Project management - concept, planning, implementation,

Communication

- public speaking
- Debates
- Article and debate drafting
- Networking- interpersonal skills

Legal competence

- In-depth understanding of the interaction between law and politics. - legal proceedings. - Public administration - Immigration law.
- Human rights
- International Refugee Law.
- Report drafting
- Administrative law - Public procurement - Privacy and GDPR.
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Experience

Director Norwegian Center against Racism November 2022 - April 2024

Overall responsibility for the Centre. Until September 2023, did not have a deputy and therefore did the tasks related to both positions. Responsibility for administration, finances and planning. Organizational development Media and communication work externally. Lead the staff and department for counseling and anti-discrimination, as well as managers. Direct personnel responsibility for 11 employees. General management with responsibility as chief executive of the Antiracist Center with a budget of just under 20 million in budget and 20 man-years and a social mandate as a national resource environment in the field of racism.

Acting director Norwegian Center against Racism May 2022 – November 2022

Deputy Director of the Norwegian Center against Racism February 2022 – May 2022

Responsibility for administration, finances and planning. Management of the department for counseling and anti-discrimination, as well as internal competence mapping.

Project manager for anti-racist action plan Church's City Mission/Kirkens Bymisjon August 2021 - February 2022

Implementation of anti-racist action plan; information work, development of measures in the fields, expertise in racism and anti-racism, systematic plan for recruiting diversity, systematic work against racism in the workplace, anti-stigmatizing visual and linguistic expression and influence through public debate.

Project employee (20%) Bli Med Skeid August 2021 - February 2022

Senior adviser to the Norwegian Immigration Appeals Board (UNE) — September 2016 - August 2021

Legal case management, preparation of tribunal meetings, trial preparations, responsibility for area knowledge, team management, professional guidance and training, business trips, and professional responsibilities.

Acting section manager, Section for Systems and development Norwegian Immigration Appeals Board (UNE) - May 2018-September 2018

Manager of 6 employees, and 2 permanent consultants with budget responsibility in a section with responsibility for 3 systems, database and innovation.

Project manager IT-project - Norwegian Immigration Appeals Board (UNE) - March 2017-September 2018

Guest editor Transnational Arts production (TrAP) — February 2017 - May 2017

Responsibility for overall theme, concept and content as well as content producers, and editorial budget for the art newspaper 10 Undersøkelser, published by TrAP May/June and distributed to e.g. 40,000 households in Oslo.

Project employee Good Case Flow - Norwegian Immigration Appeals Board (UNE) - February 2014 - June 2015

LEAN and continuous improvement project. My tasks consisted of, among other things, in case flow and value flow mapping and analysis, development of the solution and implementation.

Project employee comprehensive competence development - Norwegian Immigration Appeals Board (UNE) - March 2011 - June 2012

Current analysis, development of a new competence strategy and development and production of concrete competence development measures.

Advisor to the Norwegian Immigration Appeals Board (UNE) — 2010-2016

Higher Executive Officer the Norwegian Immigration Appeals Board (UNE) — August 2007-September 2010

Security guard Akershus University Hospital - July 2005-July 2007

Security guard/Guard supervisor G4S/Falck security - February 2001-July 2005

Enlisted soldier Telemark Battalion KFOR 1- Kosovo - September 1999-April 2000

Education

University of Oslo (UiO) — Cand. Jur. (Master of Law) 2001-2007

- International Criminal Law, international Refugee Law
- Master thesis: The gap between exclusion from refugee status and charges under International Criminal Law

Ski Videregående skole Allmenn og Øk./Adm.fag(High school/college) 1995 - 1998

Sertifications

Prince2 foundation 2015

SCRUM foundation 2018

QLIK Sense administrator 2018

Volunteer positions

Security manager Skeid Fotballs 2nd and third level senior, Nordre Åsen OBOS Idrettspark - April 2019 -

Deputy board director Transcultural Arts Productions (TrAP) March 2018 -

Board member Transcultural Arts Production (Trap) April 2016- March 2018

Boardmember Juristforbundet i UNE - March 2009 - March 2012

Publications in selection

Ytringsfrihet i et vakuum, debattinnlegg [https://www.aftenposten.no/meninger/debatt/i/](https://www.aftenposten.no/meninger/debatt/i/EoGQ3/Ytringsfrihet-i-et-vakuum)

Ekstreme ytringer kan skade, debattinnlegg [https://](https://www.aftenposten.no/meninger/debatt/i/ngzQd/Ekstreme-ytringer-kan-skade#.UsUiGvTuLu4)

[www.aftenposten.no/meninger/debatt/i/ngzQd/Ekstreme-ytringer-kan-](https://www.aftenposten.no/meninger/debatt/i/ngzQd/Ekstreme-ytringer-kan-skade#.UsUiGvTuLu4)

[skade#.UsUiGvTuLu4](https://www.aftenposten.no/meninger/debatt/i/ngzQd/Ekstreme-ytringer-kan-skade#.UsUiGvTuLu4) ***Vi er ikke alltid farlige***, Kronikk [https://www.aftenposten.no/](https://www.aftenposten.no/meninger/kronikk/i/3jyRq/Vi-er-ikke-alltid-farlige)

[meninger/kronikk/i/3jyRq/Vi-er-ikke-alltid-farlige](https://www.aftenposten.no/meninger/kronikk/i/3jyRq/Vi-er-ikke-alltid-farlige)

10 Undersøkelser - Frihet i praksis

<https://trap.no/uploads/10-undersokelser-var-2017.pdf>