



This project has received funding from the European Union's Rights, Equality and Citizenship Programme (2014-2020) under grant agreement 764255 BADEV

## **Activity report**

### **Joint multisectoral cooperation training**

27-28.November 2018

In June 2018 representatives from all three partnercountries decided that the best trainer for us all, who meets all´s needs, comes from field of justice (police or prosecution) as the quality of child protection and social system indiffers in Latvia, Poland and Estonia so widely.

In August 27 project manager Ann Lind-Liiberg contacted Kristin Fjell through a mutual contact in European police network, Northern police department investigator on crimes against children, Angelyca Vaerand.

In August 30 Kristin Fjell accepted our request to come train Estonians of how to improve cooperation while launching Barnahus model as she has been a head of Bergen Barnahus from its launch in 2007.

Kristin offered two full days of training for Estonian, Latvian and Polish representatives. From Poland leaders of local Barnahuses joined, from Latvian leaders of local crisis centers (future Barnahus) and from Estonia prosecutors, police officers, ministry representatives and Barnahus employees.

Kristin worked without any salary. SIB through BADEV project covered her accomodation, transportation and additional (dinners, lunches, taxidrive etc) fees.

Find Kristin´s CV below.

## CV



### **Kristin Konglevoll Fjell**

Adr: Strandgaten 66, 5914 Isdalstø-Norway  
Phone: +47 93255684  
Born: 5th of July 1966  
Children: Two children (born 1988 and 1994)  
Profession: Police - Leadership  
Email: Kristin.fjell@politiet.no  
Language English and started to learn Spanish

### **Education**

***Formal education in 2 fields: Police officer/investigator (Bachelor 180 credit), Leadership/Organizational psychology (Bachelor and master degree- (300 credit)***

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*2012: Master degree organizational psychology - University in Bergen (UIB)*  
**total 120 credit**

2010 to 2012: Conducted while working in the police force. The masterstudy had following mandatory modules:

- Tradition in Working Life Studies (15 credits)
- Organizational Development: Traditional and Critical perspectives (15 Credits)
- Intervention in Groups and Organization, Leadership and team development (10 credits)
- Intervention in Groups and Organization, conflict management and development of the work Environment (10 credits)
- The role as a "change agent" in Practice: Project work in the Organization- Hordaland Police department.- Focus. Stress management for investigators of SGBV criminality. (15 credits)
- Researched methods (15 credits)
- Final master Thesis in work and organizational psychology- (45 credits)
- "The master-study investigates individual and contextual factors that may buffer the effects of workload among investigators at NCIS Norway and Oslo Police Department.

*2005: Bachelor degree Organizational psychology: UIB,* **total**  
**180credit**

The bachelor program had following mandatory Modules- 2001to 2005 at the University of Bergen.

- Examen facultaum, psychology UiB, (5 credit)
- Introduction psychology, (10 credit)
- Management and leadership UiB, 15 credit
- Bachelor science work about leadership and organizational changing (30 credit)
- Psychology, theoretical fundament, UiB, (15 credit)

- Psychology, theoretical fundament, UiB, (15 credit)
- 2001: Work- and organizational psychology- (30 credit)
- Organizational psychology HR, UiB, (15 credit)

During studying my master and Bachelor, I worked fulltime as a police officer and investigator in the Norwegian police service.

1998: Bachelor at the Police University College - Oslo **total: 180 credit**

1993: Statistic and macroeconomic, Technical colleges, (10 credit)  
Bærum

1994: Exam Philsopicum -University, (5 credit) Oslo

1988: Economy and marketing - NKS, colleges, (5 credit)  
Bærum

1986: Technical colleges 3-year Arendal

**Police**  
**education/course**

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2013 Project Management UN course

Project Proposal UN course  
Liberia

2012 **Norwegian Police College**

Stavern

Training for mission - UNPOC

2012 Advanced use of "Diversity icebreaker"- teambuilding tool  
(also used during my work in UNMIL)

Oslo

2000 **Norwegian Police College**

Oslo

SGBV special direction Child Maltreatment

2002 **Norwegian Police College**

Oslo

SGBV Speciality Interrogation and forensic interview Child

2006 **Norwegian Healthdepartment (VIVAT)**

Stavanger

Licensed instructor for teaching a method for professional (police, doctors, fire-fighters, ambulance, priests and more) who are meeting people in danger for committing suicide.

2006: Course in project management / leadership  
Bergen

2004: Course in presentation technics and Powerpoint Presentation  
Bergen

2002: Family Violence Course, Centre for victim work  
Bergen

2001: Support for Abused Children,  
department West

Health

1999: Children / youth, violence and treatment, Nordhordland  
intermunicipal CPS

1998: Communicating with children in difficult situations, Oslo Nurse  
Science Center

### **Police working experience**

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1998-1999 Oslo Police -Responsibility: Community policing- special  
responsibility prevention of youth crime and protection and drug detecting and  
preventing at a big college.

1999-2005 Investigator and patrolling officer, responsible for investigation of  
SGBV and community policing.

2005 - 2006 Police Security Service, Hordaland, Investigator

2006 - 2007 Bergen Police, Police superintendent, second of command and  
Chef of investigation. Community policing and juvenile crime under 18 years.

2013-2014 Policeadvisor UNMIL( Liberia). Position in Project Management  
Team working with strategic projects for LNP (police) and BIN (immigration) at  
UNMIL HQ (Monrovia). Last position was in Region 3 (3 county and the largest  
region in Liberia) as Regional commander and Deputy RC. As RC or deputy I was

in charge of 63 UN police advisors and 2 units FPU (armed police from Nigeria and Jordan 2 x 120 personnel). Commendation letter was given after EOM.

2015-2016 Working for the Police union (PF) 20%, preparing for restructuring. Training and information.

2015 Training for professional Law enforcement in Bulgaria.

Children's rights, specialization in juvenile justice for professionals in Bulgaria. I was giving lectures as expert in law (sexual abuse), methods in forensic interview and how to implement government multidisciplinary approach for juvenile crime and handling criminal cases concerning sexual abuse and violence. Organized by University of Genève. (funded EU). Dates: July 6 to July 10, 2015 Site: National Institute of Justice, Sofia, Bulgaria

2016- 2017 Project restructuring the Police department- (Project new police district-PNP). A reform that aims to increase capacity and a more similar and effective police service in Norway, "*Nærpolitireformen*". My position in the project was HR- responsible at Vest Police district that have around 1400 employees at the moment.

2007 -2018 Director of "Government Childrenhouse". A collaboration between Police, social service and physical and psychological health (SGBV against children and mental handicapped). An interdisciplinary project implemented by the Police directorat (POD). First one open in Norway of this model of working with SGBV. Evaluation states that the implementing of the model of Childrenhouse's is a success (NOVA, 2012 og PHS 2012)

2017 Liaison operation Poseidon in Greece. Frontex/EU- 1 month

### **Honorary Office and Memberships**

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1999: Honorary person for equality appointed by the chief of Police district

2000-2004: Head of the women's network for integration/equality for woman  
Police District HPD

2009 - 2013 Head of NNCH-Nordic Network of Children Houses / CAC (Police-  
Social services and health working for coordinated effort at SGBV)

2010 -2013 Coordinator/head of the Network for abuse and neglect of children  
with special focus on abused children health and disclosure.

2013-2014 Coordinator for Police support network (FPSN) in Liberia (UNMIL)

2013-2014 Teamleader/ project advisor for BIN (immigration in Liberia) and  
UNPOL for establishing a academy for new officers in Liberia

#### **Honorary work for Department of Justice:**

2000-2002: Internal investigations of reported police crime on behalf of the  
Ministry of Justice. Police educated member of investigation group of at team  
together with a judge and a lawyer.

2010-2012: Member of an appointed group commissioned by the Ministry of  
Justice. Law and regulations change regarding interrogation and examination of  
children and the mentally challenged. The report was delivered to the minister  
of Department of Justice 16<sup>th</sup> of October this year. Justisminister Faremo was  
very satisfied with our work. New law based on our suggestions implemented in  
Norway 2015.

#### **International publications science work:**

2016- Journal of Police and Criminal Psychology "*Resilience Factors Among Police  
Investigators: Hardiness-commitment a Unique Contributor*"ISSN 0882-0783, Vol  
31,num. 4