

CV Thomas Dorg (52)

- ❖ Founder and Executive Director, Coretta & Martin Luther King Institute for Peace
 - ❖ Assistant Professor, Norwegian School of Leadership and Theology
 - ❖ Member of the OSCE Mediation and Dialogue Facilitation Expert Roster
 - ❖ National Emergency Mediator in Asylum conflicts
 - ❖ Experienced Advisor (coaching, guidance, mentoring etc.)
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Thomas is married to Cathrine Nymoene Dorg (48), and father to Aleksander (21), Scott (17) and Markus (13).

Thomas has a varied background from different sectors, but for more than twenty years the common denominator has been Conflict. Today, he is the founding Executive Director for the Coretta & Martin Luther King Institute for Peace, in Oslo (King Institute).

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 twenty 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 the University of South-East 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. Since 2012 he has been a National Emergency Mediator in asylum conflicts, covering more than 110 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 work 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, in Norway and abroad. 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), Ethiopia (academic/ innovation/ thinktank).

WORK EXPERIENCE

- 2019- this date **Founder and Executive Director, Coretta & Martin Luther King Institute for Peace**
(King Institute)
- 2010- this date **Managing Partner, Mediator and Consultant, Dorg Consulting AS**
(former: Dorg & Remfeldt Consultancy AS)
- Clients (examples): Norwegian Directorate of Immigration, Norwegian Directorate for Children, Youth and Family, District Attorneys Office, Aleris, Lund-Gruppen, Grasrota, Churches and Mosques, Norwegian Medicines Agency, Culture Studies, Oslo Municipality, Bærum Municipality, Fredrikstad Municipality, Lørenskog Municipality, Flyktningeavdelingen in Bergen Municipality etc.
Mapping, consulting, facilitating dialogue in ongoing conflicts. Preventive work through training, workshops and mentoring.
- 2016-dd **Assistant Professor, Norwegian School of Leadership and Theology**
Heading the Conflict Transformation Studies (30 ECTS)
- 2012-2016 **Assistant Professor, VID Specialized University**
Heading the Conflict Management and Mediation Studies (30 ECTS). Lecturing also in Social Work Studies on Bachelor and Master level.
- 2006-2010 **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, Abildso Farm 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, now OsloMet), 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 (Major), Social Anthropology

LECTURING, TRAINING and SUPERVISING

2016- this date	Assistant Professor , Conflict Transformation Studies, Norwegian School of Leadership and Theology , Oslo
2024	Guest lecturer , Barnevernsarbeid (Masterutdanning i barnevernsarbeid), Høgskulen I Volda , Volda
2024- this date	Guest lecturer , Transformation and Change Management (Master Course), Ansgar University College , Kristiansand
2012- this date	Guest Lecturer, Supervisor, Examination Sensor and Revision Committee Member in Conflict Resolution Studies and Culture and Diversity Studies, Norwegian Police University College , Oslo
2020-2022	Guest Lecturer , Relational and Conflict Management, and HR-studies, University of South-Eastern Norway , Drammen
2016- 2021	Examination Sensor , Conflict Studies, Faculty of Law, University of Oslo
2014	Guest Lecturer in Conflict Resolution, Culture Studies (OsloMet) , Pondicherry, India
2014- 2015	Guest Lecturer in Communication and Conflict Management, University College Oslo and Akershus (HIOA/OsloMet) Bachelor in Nursery Studies
2012- 2016	Assistant Professor, VID Specialized University . Conflict and Mediation Studies, Social Studies (see above)
2010- 2018	Associated Lecturer , Master- 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- 2021	Member of the Personnel Council , Norwegian Pentecostal Church
2012- 2017 and 2021- this date	National Emergency Mediator , Asylum Center conflicts, Norwegian Directorate of Immigration, UDI.
2012- 2018	Ambassador for the Edward M. Kennedy Institute of Conflict Intervention, Ireland
2010	Member of an ad-hoc task force (Hero), working in the «Ventemottakskonflikten» for UDI
2010- 2021	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, trainer and mediator , Street Mediation Program, Oslo Red Cross
1999-2001	Regional Coordinator for Eastern Africa, Amnesty International

OTHER

- 2011 **Nominated to the final of the Social Entrepreneur of the year Award (FERD), 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 came third in the competition won by the Christian Michelsens Institute in Bergen.
- 2008- this date **Keynote speaker, panelist, seminar speaker or host** at National, Nordic and International seminars and conferences (Norway, Ireland, UK, France, US), e.g. Confex (NO), Gatenær (NO), Troisième Conférence Européenne de la Médiation 2009 (FR), Norsk Antropologisk Forenings Årskonferanse (NO), Nordic Conference for Mediation and Conflict Transformation 2013 (NO), Voices From the Conflict (IE), Bradford Peace Studies 40th Anniversary Conference 2014 (UK), Diakonikonferansen 2015 (NO), International Mediation Conference 2017 (IE), The Council for Religious and Life Stance Communities yearly Conference 2023 (NO), Martin Luther King-day interfaith Shabbat, Cleveland 2024 (US) and more...
- 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 and on on «Conflict De-escalating Social Work», Fagbokforlaget
- 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