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Institute of International Relations. He is currently employed as an Associate Partner & Consultant at the Nordic Consulting Group (NCG). Before joining the NCG in 2015, he held numerous positions at the Danish Institute for Human Rights International (DIHR) over a period of 16 years: project coordinator, project manager, programme manager and senior advisor. This entailed work in the areas of capacity building of civil society and state institutions, advocacy for human rights values, coordination of human rights defenders, media and human rights, law reform based on human rights principles, promotion of human rights law in the national legislations, reporting and monitoring of human rights and harmonization of international law in national legislation with focus on human rights.