

PERSONAL INFORMATION



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WORK EXPERIENCE

15/05/2008–20/05/2015

PRESIDENT CARITAS EUROPA (ELECTED)

ARCHDIOCESE OF LUXEMBOURG, LUXEMBOURG (Luxembourg)

Chairing the General Assembly of 49 Member Organisations from all European countries

Chairing and leading the Board of Caritas Europa (based in Brussels) composed of 8 members from 8 different countries

Managing the Secretary General in charge of the daily work and the implementation of the Strategic Framework in a Secretariat of some 15 professionals

15/05/2008–20/05/2015

1st VICE-PRESIDENT OF CARITAS INTERNATIONALIS (ELECTED)

ARCHDIOCESE OF LUXEMBOURG, LUXEMBOURG (Luxembourg)

Governance responsibility to oversee the work of the Secretary General based in the Vatican (Rome)

Elaborating new Statutes and Rules in a complex multinational and multicultural environment as well as with the Holy See.

Chairing multinational and multicultural Board and Representative Council meetings on behalf of the President (Cardinal Oscar Rodriguez Maradiaga)

16/10/2011–18/02/2015

VICAR GENERAL

ARCHDIOCESE OF LUXEMBOURG, LUXEMBOURG (Luxembourg)

Strategic planning for a renewal of the Administration and the Archdiocese on all levels.

Implementing the accepted changes in the administration, people and culture (change management).

Head of HR.

Chairman of the supervisory board of several companies - media house (Luxemburger Wort), real estate - and various NGOs.

Putting a new Team of Directors in place (5 newly designed and reformed posts).

Negotiating and concluding a new financial framework (for the next 20 years) for 6 religious communities with the State of Luxembourg.

01/09/1989–15/10/2011

PROFESSOR OF THEOLOGICAL ETHICS

ARCHDIOCESE OF LUXEMBOURG, LUXEMBOURG (Luxembourg)

Teaching moral theology and social ethics for bachelor and master students (future teachers of religious education).

Organising workshops and conferences around issues like palliative care, euthanasia, peace and social cohesion, social justice, climate justice, international development, ...

01/09/1989–15/10/2011

SECRETARY GENERAL / DIRECTOR GENERAL / PRESIDENT OF CARITAS LUXEMBOURG

ARCHDIOCESE OF LUXEMBOURG, LUXEMBOURG (Luxembourg)

Operational and strategic leadership in different positions as Secretary General (1989-1992), Director (92-96) and President (1996-2011).

Building a strong organisation in Luxembourg - worldwide acknowledged for its competence.

Organising Caritas as a network of manageable and self-responsible organisations in different fields of activities while collaborating for common issues and purposes within the Luxembourgish Caritas Confederation.

EDUCATION AND TRAINING

15/09/1985–30/06/1989

PhD in CATHOLIC THEOLOGY

EQF level 8

UNIVERSITE CATHOLIQUE DE LOUVAIN, LOUVAIN-LA-NEUVE (Belgium)

Preparing and writing my doctoral thesis on the autonomy of ethics in a christian context.

Scientific collaborator at the "Centre d'éthique biomédicale" located at the medical faculty of the Catholic University of Louvain in Brussels (Woluwe). This was at that time one of the first centres for biomedical research in Europe.

Studying moral concepts, moral philosophy and moral theology.

01/10/1979–30/06/1984

DIPLOMA IN CATHOLIC THEOLOGY

EQF level 7

THEOLOGISCHE HOCHSCHULE CHUR, CHUR (Switzerland)

Studying Philosophy and Theology.

Preparing my diploma paper on the debate about autonomy of christian ethics in the german speaking field.

PERSONAL SKILLS

Mother tongue(s) Luxembourgish

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
German	C2	C2	C2	C2	C2
Diplôme de fin d'études moyennes au GD-Luxembourg					
French	C2	C2	C2	C2	C2
Diplôme de fin d'études moyennes du GD-Luxembourg (1977)					
English	C2	C2	C2	C2	C2
Diplôme de fin d'études moyennes du GD-Luxembourg (1977)					
Spanish	B2	C1	B1	B1	B1
Several Language Courses					

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user
 Common European Framework of Reference for Languages

Communication skills

Excellent leader-to-leader communication skills gained through my experience within Caritas Luxembourg, a faith-based NPO, I was leading for more than 22 years at an operational and strategic level. Caritas Luxembourg grew from some 80 employees to more than 5000 during my mandates as Secretary General, General Director and President of the Board.

Well established negotiation capacities and skills in Luxembourg and internationally: gained through generally accepted results fixed in contracts with the Luxembourgish Government in the fields of social works, refugees, building centres for people living in poverty; with the trade unions a general agreement for the whole social sector in Luxembourg could be signed, with the Government and six religious communities new framework contracts for the next 20 years were agreed on and signed; with the Vatican and the Caritas internationalis new Statutes and Rules were established; with the EU several contracts were signed.

Excellent presentation abilities and skills gained through my teaching as professor for moral theology, social ethics and medical ethics for more than 20 years in bachelor and master courses. I received the Landeslehrpreis from the Land Baden-Württemberg in 2001 for my teaching at the Katholische Fachhochschule in Freiburg.

Experienced spokesperson for all media as Caritas President (in Luxembourg, in Europe (2008-2015) and worldwide as 1st Vice-President) and later Vicar General. I gave hundreds of statements, interviews for news papers, radio stations and television.

Organisational / managerial skills

Leading and developing complex organisations (NPO (Caritas), Church).
 Implementing changes through strategic planning processes and clear leadership.
 Building and leading competent teams of directors and leaders.
 Change management.

Job-related skills

Offering strategic and tactical guidance to the leaders and stakeholders of "my employers".
 Accompanying people in difficult situations by helping them to develop (and accept) their own healing path.
 Handling quality management systems (ISO).

Digital competence

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem solving
Independent user	Independent user	Independent user	Independent user	Basic user

Digital competences - Self-assessment grid

- I regularly use animated PowerPoint & Keynote presentations
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Driving licence

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ADDITIONAL INFORMATION

Publications

see: www.emy-gillen.lu