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# CV CLAUS KOLD

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## **PERSONAL INFORMATION**

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## **PROFESSIONAL PROFILE**

I am a sociologist, ph.d. in peace operations. Did my field study in KFOR (DANBAT/KFOR).

The core in my work is a focus on leadership and organization of peace operations. As a part of this I have also focused on the effect this has on the soldiers in the mission, their values, professionalism and behavior.

I have used my Ph.D. to carry out research in the research department of the NGO, DIGNITY - The Danish Institute Against Torture. The focus here was the difference between war operations and peace operations and how this affected leadership, organization and the behavior of the soldiers in the operation.

Also, if and how this difference had impact on the soldiers and how this related to their behavior towards the civil population, but also to the reactions of the soldiers themselves: acute stress and PTSD.

Thus I have since 1997 in the Danish military and later in Dignity, been focusing on the consequences of wars, civil wars and the different generations of peace operations.

## **WORK EXPERIENCE**

### **SENIOR RESEARCHER, DIGNITY; COPENHAGEN – 2012-2015**

For 6 years I have worked in DIGNITY and RCT doing research in acute military stress and PTSD. I have also studied how the military/police develop its professionalism in different countries. This work also included how the barracks, radios, computers and weapons affect what police-students learn about what it means to be a police officer in, for example Guatemala, and again how this learning affects the behavior. As part of this research I carried out approximately 500 questionnaire-interviews of police officers in El Salvador and Guatemala, about their motives to be recruited, their experiences of violence and their hopes for the future.

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## **Functions in DIGNITY - THE DANISH INSTITUTE AGAINST TORTURE**

- Research in professional recruiting, professional occupational socialization, attitudes, identities, and behavior  
This is especially focused at the professions of military and police
- 500 questionnaire-based interviews, 25 individual semi-structured interviews
- Interventions / development work in particular El Salvador, Guatemala, Uganda, Kenya and Tanzania
- Internal organizational change and development - from RCT to DIGNITY
- Frequent expert interviews in many types of media

## **Results**

- Published scientific articles
- Developed a new area of research: hypothesis, theory construction, methodology and corresponding practical intervention
- Developed didactics, teaching and learning materials specifically aimed at police academies in the Global South
- Internal consultant and lecturer in management and organizational development
- Participation in various media: Berlingske Tidende, Radio 24/7, Danish Radio, P1 Orientering, etc.

## **Recommendations**

"During the last 6 years I have been privileged to be a close colleague of and work with Mr. Claus Kold at DIGNITY. Our joint travel intensive work has focused on developing and implementing DANIDA financed 'Prevention of Urban Violence Programmes' in Central America (Nicaragua, El Salvador and Guatemala) and East Africa (Kenya, Uganda and Tanzania). (...) Claus Kold has a very strong sociology research capacity leading to high quality research publications and an impressive practical expertise in managing training seminars in complex areas such as transformative leadership, conflict resolution, science theory training. (...) His work has contributed strongly to an opening up for DIGNITYs cooperation with local police institutions, which are traditionally very closed institutions, but very important to have 'on-board' to achieve sustainable violence prevention in the Global South. Claus Kold has in addition shown great enthusiasm in sharing his vast knowledge with colleagues at DIGNITY and has e.g. conducted internal training on DIGNITY strategy development and tools. (...) I am confident that he will be an asset for the future - whatever direction he chooses with his professional life." Finn Kjærulf - Programme Manager, DIGNITY, +4536938610, mail: [fk@dignityinstitute.dk](mailto:fk@dignityinstitute.dk)

## **RESEARCHER, RCT (LATER DIGNITY); COPENHAGEN – 2009-2012**

My work as a researcher at RCT was focused on the relationship between the military and torture. The aim was to publish this work in various international scientific journals. In my work I carried out reviews, which provided an overview of the military sociological research and gave impetus to connect torture with military tasks, recruitment, so-

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cialization, attitudes, identity and behavior (including torture). The empirical basis for this work consisted of the collected empirical data from my field study in KFOR/DAN-BAT. In this work, I concluded that there is a significant difference between the concepts of Esprit de Corps and Social Cohesion, and that these are therefore to be observed differently. This is new, and was published in the article 'The repeated glimpse of a military vivid present' in Res Militaris (2011).

### **Functions at RCT**

- Researcher in the recruitment to the military profession, occupational socialization, attitudes, identities, and behavior
- Internal organizational development consultant - from RCT to DIGNITY
- Conference Presentations in Denmark, Netherlands and Cyprus
- Contact with media

### **Results**

- Developed an empirically grounded conceptual clarification of the concepts of Esprit de Corps and Social Cohesion
- 8 published peer reviewed papers, incl. book chapters
- 25 interviews of Danish veterans on military stress before, during and after deployment

### **Recommendation (by Edith Montgomery, (my leader)**

"It is my great pleasure to recommend Claus Kold. Claus has been employed at DIGNITY - Danish Institute Against Torture (until 2012 called the Rehabilitation and Research Centre for Torture Victims, RCT) since 2009. He was employed as a researcher in the Research Department, where I was his manager.

Claus Kold's research is within military sociology, in recent years expanded to include the police. (...) In recent years, he has, based on his research, participated in the development of interventions to police in El Salvador, Guatemala, Kenya and Tanzania. (...)

Claus has a strong capacity to interpret observations and interview material with high methodological and theoretical insight. He has a very good ability to detect problems at the micro-level, which results in problems at the macro level and - not least - to find concrete solutions to these.

In addition, Claus is a super teacher who can convey his subject broadly, whether it comes to university-educated scholars or elementary school students. He is a very well-liked colleague and a respectful and constructive partner, both in terms of development and implementation of major research and development of internal strategies and action plans." Edith Montgomery, cand. psych., Ph.D., dr. DMSc. +45 2815 1017 (private); mail: [edithdemontgomery@gmail.com](mailto:edithdemontgomery@gmail.com)

### **OWN COMPANY, TurningPoint Consulting, SKIVE – 2004-2009**

In Skive I worked with TurningPoint Consulting, doing continued research and publishing my book, Krigen er slut - konflikterne fortsætter. (The War is over - the conflicts con-

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tinue). As a part of my work here I also carried out courses in leadership and organization as well as courses in conflict resolution.

### **DEVELOPMENT CONSULTANT, DEFENCE ACADEMY; COPENHAGEN – 1997-2004**

While working as the leader of the Danish Refugee Council, I became increasingly interested in the reason why people flee their home and country, and therefore sought a position in the Royal Danish Armed Forces' Center for Leadership. I was after 2 years of employment asked to carry out a Ph.D.-study on how the new international operation types affected the recruits. I was to focus on the leadership and organization by the Royal Danish Defense. A secondary focus was to observe acute stress and possible later PTSD among the soldiers.

I was sent to Kosovo on a field study, and observed the local situation and the Danish soldiers' reactions to their tasks. It was central to my observation, how the Danish soldiers were socialized by their uniforms, vehicles, computers and the weapons they always carried with them. The symbolic setting of the soldiers certainly affected their learning processes and capacity to learn and to solve the tasks of the operation.

#### **Functions at the Defence Academy**

- Development Consultant, responsible of network (leadership officers in the other Scandinavian countries)
- Teacher at FCL leadership courses
- PhD student, management and organization of the KFOR/DANBAT
- Media contact

#### **Results at the Defence Academy**

- Completed Ph.D. in International Peace Operations, study of Danish soldiers
- Field study at KFOR, Kosovo
- Contact to media for the Royal Danish Defense Academy, (numerous articles, TV. etc.)
- Training in full program of leadership, from FCL 15 (assumptions of management) to FCL 61 (strategy and concept)
- Participation in the Scandinavian countries' military leadership network (Scan Forum)
- Development of the military leadership Directive FKODIR LE 121-5

#### **Recommendation**

"I have been the candidate's chief for 4 years and two months, from August 1998 to the end of September 2002, after which I retired. During this period, Claus Kold did service both at the Management Development Department at Gurrehus and later at the Defence Academy, both led by me, at the Department of Management and Pedagogy. Both places were the applicant worked as a research associate and coordinator with regard to the professional and scientific foundation of our courses. Claus Cold is a very talented, diligent and insightful scholar who thrives in development teams with a mix of other academics and educated but pragmatic officers. He is fair, straight and loyal person with an incorruptible, professional integrity.

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In addition, the applicant has an extremely friendly and welcoming nature, and so with due patience explain complicated sociological conditions for employees who do not share his great insight. Therefore, it is a daily pleasure to serve with him." Karsten Palle Hansen, +45 4914 3981

### **LEADER, DANISH REFUGEE COUNCIL; COPENHAGEN – 1995-1997**

My experience as a tutor, and especially my work with bridge building projects led to a position as head of an integration centre. We chose to name the centre Global House, in order to indicate that the building did not belong to a closed group of refugees.

I had more or less free hands to compose the organization of the house. I used my experience from previous work with refugees. The house was therefore differentiated into several departments: a social counseling unit, a psycho-social unit that worked with trauma, a unit that worked with unaccompanied children - mostly from Somalia, two folk high schools: one who took care of the elderly, and the other: a mother-child school where the mother participated in the folk high school while the child was cared for in the house's kindergarten for refugee children. Beside the above mentioned, there was a series of different creative workshops: photo, food, fabric and sewing, music, etc.

#### **Functions in the Danish Refugee Council**

- Head of Global House (70 employees), project manager of projects, financial management, cooperation with the municipality of Copenhagen, together with Kvindedaghøjskolen, Rabarberland (Rhubarb Land), etc.
- Weekly partition in the leadership meeting of the capital region

#### **Results**

- Established operations management in an extremely turbulent period. Got the economy of Global House under control.
- Increased cooperation and coordination with the Danish Refugee Council's other integration offices and the City of Copenhagen
- Developed and established two new folk high schools. One for elderly refugees and one for women with children
- Hired new staff for new integration projects

### **TEACHER, POLICE ACADEMY; COPENHAGEN – 1993 -1999**

As a newly graduated sociologist, I contacted the police academy as I was of the impression that they lacked a key subject: an understanding of conflict and conflict resolution. This resulted in several responses from the academy: Initially I was assigned to teach police middle range managers in conflict resolution; next the police academy asked me to teach the teachers at the academy in pedagogy (PLU), and finally I was assigned to teach the cadets who were then termed 'PG1' and 'PG3'. This affiliation was ended only because of my field study in Kosovo.

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### **Funktions at the police academy**

- Teacher of general sociology, conflict theory, conflict resolution
- Development of curriculum, teaching and training materials

### **Results**

- Carried out the first ever teaching in conflict theory and conflict resolution at the Police Academy, at the level of the PGI and PGIII classes (1st and 3rd year of the cadets)
- Implemented the first teaching in conflict theory and conflict resolution at the Police Academy for the group of middle managers

### **Recommendation**

See attached feedback on my teaching.

### **CENTER FOR CONFLICT RESOLUTION; COPENHAGEN – 1993 - 2009**

I became a member of the Center for Conflict Resolution 2-3 days after its official start. It was a small group that worked on the idea, which came from Else Hammerich. The group worked for a year on the theory part, on learning and teaching processes and in this process built a basic training course. I was a member of the development group, and thus had very close bearing on the Center's design. Later, I was chairman of the board, and finally, I was accepted as a teacher and mediator. In later years I have been more loosely affiliated with the Center due to heavy workload.

### **Functions in Center for Conflict Resolution**

- Chairman of the Board
- Member of the development group
- Teacher of many different groups: Green Entrepreneurs, deans, priests, IKEA managers, refugees, etc..
- Mediator
- Editor of the Center's Newsletter

### **Results**

- Helped launch the Center
- Helped to develop the Center's concepts
- Helped to develop the Center's educational thinking and pedagogy
- Helped to develop and publish Center's Newsletter
- Approved teacher and mediator

### **STUDY AND CAREER COUNSELOR, AOF; COPENHAGEN – 1995 - 1997**

While working as a language and integration teacher, I was educated to become a study and career counselor. When I graduated, I started counseling at AOF Hovedstaden, and have counseled some 1,000 people according to their backgrounds, current resources, education opportunities and wishes for the future.

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In addition to the counseling I was also referring the refugees to the appropriate language classes; ie level and progression. And I had to move them along the way if their progression was too high or too low.

These tasks led to both individual teaching programs, where I was the supervisor and to my participation in the construction of more general and collective bridging courses for specific refugee populations. So, I have extensive experience in counseling sessions, special counseling as well as very difficult conversations, when facing very complex life challenges...

#### **Funktions at the AOF language school**

- visitation and the creation of classes
- counseling sessions, special counseling, bridge building projects
- equivalencing of foreign qualifications to danish qualifications

#### **LANGUAGE TEACHER, AOF; COPENHAGEN - 1993 - 1995**

My first job was affected by the refugee situation in the world. My classes consisted mainly of refugees from ex-Yugoslavia, Iraq, Iran, Lebanon, etc. Teaching was a complex task, which was challenged by different cultural backgrounds of the refugees and the prejudice they had against each other. The different languages were also challenged in relation to the Danish language in several different ways. And not least, several participants were highly stressed by their situation, their flight experiences and the situation at home.

As much as possible, I mixed the practice and everyday life situations to the Danish language learning: we went out shopping, went to the bank, to the bakery, etc. - of course, first after rehearsing what was going on, what to say and what to expect. I also worked to create a mutual understanding in relation to the participants' varying personal, cultural and social challenges, therefore we enjoyed the night-out life at the cafe's of Copenhagen and the home of the 'teacher' (me). To my great joy all the participants in my class passed the Danish 1 test. Today, I am convinced that it was confidence, mutual support and openness that pulled them through.

#### **Functions at the language school**

- teaching
- assessment of participants' readiness for the Danish 1 test

#### **ASSISTANT STUDENT, DEVELOPMENT CENTER FOR ADULT EDUCATION; COPENHAGEN - 1984-1985**

In the center's very first days, I was employed as a student. I worked with the minister of education, Ole Vig Jensen's 10-point plan for this area. And incidentally also carried out a lot of practical tasks. The Center was completely new. My leader was Kim Mørch Jacobsen.

#### **Experience at the Development Center**

- learning in an important policy area

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- learning how to build a center according to politically set goals
  - learning how to build a research library

### **VOLUNTEER WORK**

Associate - TFF - Lund Sweden, since 2004

- Invited member to the group of associates in TFF

### **SCIENTIFIC PUBLICATIONS**

- Democracy on the Double, Manuscript ready. Looking for publisher, 2017
- "Anxiety and Stress in New Missions" sammen med Henning Sørensen i "Handbook of the Sociology of the Military", Guiseppe Caforio (ed. †), 2017/18.
- The Professional Torturer. In review. 2017/18
- Medfører nye operationstyper i Forsvaret nye professionsidentiteter? In review. 2017
- Police in El Salvador: Recruitment, Socialization and Behavior. In review. 2017
- Police as Profession - What are the differences in the Different Types of States? In review. 2017
- Den ansigtsløse bøddel. Bibliotek for læger, juni 2014, 206 årgang.
- Warriors or Peace Soldiers? International Journal of Peace Studies, Vol. 19, no. 1, summer 2013.
- Why do Soldiers in Peace Operations Torture? Torture Magazine, Vol. 01, no. 4, 2013
- New Operations - New Attitudes?, International Peacekeeping, Vol. 17, nos. 1-2, 2013.
- Synthetic Soldiers and A Priori Commands, Defence Studies, Vol. 13, Issue 1, 2013. Online 27. august 2013.
- The Troubled Position of the Sergeant, Contemporary Military Challenges, Vol. 14, Issue 3, 2012.
- The Repeated Glimpse of a Military Vivid Present, Res Militaris 1(2) 2011.
- "Military Stress" i "Soldiers without frontiers. Experiences of Asymmetric Warfare", Guiseppe Caforio (ed), Bonanno Editore, 2013.
- "The Case of Denmark" i "Soldiers without frontiers. Experiences of Asymmetric Warfare", Guiseppe Caforio (ed), Bonanno Editore, 2013.
- Krigen er slut - konflikterne fortsætter, Frydenlund, 2006. (The War has Ended - The Conflicts Continue).
- "Krop, krig, læring" i "Perspektiver på ungdom og krop", Bibi Hølge-Hazelton (red.), Roskilde Universitetsforlag, 2003.
- "Fra kamp om land til kampe om værdier" i "Når unge udfordrer demokratiet", Gritt Bykilde (red.), Roskilde Universitetsforlag, 2000.
- "En Modstander - som skal hjælpes" Ph.d. afhandling. Institut for Pædagogik, Roskilde Universitet, 2004.

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## **OTHER PUBLICATIONS**

- Forsvaret tror, vi er i krig, men det er vi ikke. Kristeligt Dagblad, 13. december 2012
- Med militær præcision, Politiken, 16. februar, 2006
- Fredsstøtte på vildveje, Jyllandsposten, 22. maj, 2004
- Terror og krig, Information, 7. januar, 2003.
- Selvmodsigende krav til Forsvaret, Berlingske Tidende, 19. juni, 2002.
- Del magten i fire! Information, 29. september, 1997.
- Som forsker kan man blive så misforstået, Berlingske Tidende, 30. oktober, 2012
- Virker krig overhovedet? Information, 7. august, 2006
- Intelligente beslutningsstøttesystemer, København, Forsvarsakademiet (FAK). 2003
- Opsøg, optrap, nedkæmp, Artikel præsenteret ved Luftkrigsskolen i Trondheim, Norge. Feedback og kritik givet af Thomas Luckmann. 2002
- Between subjectivity and objectivity. Roskilde: University of Roskilde Publishers. 2001
- Democracy on the Double!!! Roskilde: University of Roskilde Publishers. 1999

## **DEGREES**

University of Roskilde – Ph.D. 2003

University of Copenhagen, MAA in Sociology, 1989

University of Lund, Lund, Sweden, Conflict theory course, 1986

## **SUPPLEMENTARY EDUCATION**

Family therapist, Dispuk, Århus, 2017

Project leadership, Copenhagen Business Academy, 2014

Media training, at Operate, 2013

Film editing course (Final Cut), at Alphafilm & Communication, 2012

Logical Framework Approach in Project Design Course, CISU, 2005

Leadership training courses, Royal Danish Defence, FCL 15 to FCL 61  
(direct leadership to strategic leadership)(1997-1998)

Accepted as mediator - Center for Conflict Resolution, 1995

Counselor (to refugees and immigrants), 1995

Language teacher (for refugees and immigrants), 1994

Folk high school, Krogerup Folk High School, 1991

Paramedical and ambulance education, Civil Defence, Næstved, 1981

## **REFERENCES**

Dr. Ph.D. Edith Montgomery, DIGNITY, +45 2815 1017 (friend and bahá'í)

Kommander, Karsten Palle Hansen, private, +45 4914 3981

Dr. MA.A. Gorm Harste, University of Århus, +45 6089 4668

Ph.D. Jan Øberg, TFF, +46 738 525200

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