



Dr. Jeanne-Mari Retief

PROJECT CONSULTANT

PERSONAL PROFILE

I founded Calibrics in 2012 which has since grown into a respected global consultancy with offices in South Africa and Portugal. I am passionate about human rights and governance, especially in ensuring follow-through and continued success of existing initiatives. Practical implementation is where human rights projects often fall apart, and I hope to change this.

EDUCATIONAL HISTORY

- ◉ University of Pretoria
Doctorate in Law | 2015
- ◉ University of Pretoria
Bachelors in Law | 2007
- ◉ APMG International
Prince2 Project Management | 2016
- ◉ High Court, South Africa
Admission as Attorney | 2009
- ◉ University of Pretoria
Masters in Law | 2010
- ◉ UN-BRIDGE
Gender and Elections | 2018
- ◉ Capacity Inc
Belbin | 2016

HIGHLIGHTS

- Portugal office expansion
- Commentator on the State of the Nation Address [\[click here\]](#).
- The Calibrics Report [\[click here\]](#).
- Acting CEO for Attorneys Development Fund
- SADC LA Pro Bono Forum
- Expert Committee on International Criminal Justice in Africa
- Women Crush of the Week and Lawyer of the Month [\[click here\]](#).
- Gender in the legal profession [\[click here\]](#).

REFERENCES

Mari van Wyk
LexisNexis, Executive Manager
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NADEL, Secretary General
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NADEL, National Training Coordinator
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LSSA, Co-Chairperson
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KEY SKILLS

- E-Learning & Distance Learning Development
- Project management
- Organisational Reviews, restructures & talent management
- Strategic plans & processes
- Crisis management
- Training & Educational Initiatives
- Programme development
- Governance and Risk (NGO and public sector)
- Research & drafting
- Legal Opinions

CONTACT INFORMATION

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WORK EXPERIENCE

Project Consultant

Calibrics Overall Duties | 2012 - date

- Belbin: Team management & assistance with recruitment processes
- NPO and organisational restructures, reviews, monitoring and evaluation
- Development of E-Learning platforms and programmes
- Distance Learning
- Train-the-Trainer
- Coaching and mentorship of young professionals
- Gender transformation and SGBV
- Legal opinions, publications
- Content development: Various human rights and developmental topics, videos, infographics and advertorials.

Calibrics Client and Project Work

LexisNexis | 2013- date

- Development of online training platforms
- Development on e-learning topics and content
- Presentation of e-learning models
- Platforms interactions
- Filming of a six-week online training programme
- Book Author - A constitution for all

UNISA Distance Learning | 2013- 2019

- Development of Content
- Presentation of Webinars
- Presentation of Video Tutorials, Live Inter-Active Video Classrooms

American Bar Association Centre of Human Rights | 2020

- Complex legal comparative analysis in the international human rights field: Topics Confidential
- Legal Report and Research: Topics Confidential

CIVICUS Crisis Response Fund | 2020-2021

- In-depth organisational review
- Recommendations, risk identification
- Surveys, multi-level assessment, interviews

Legal Interact | 2019-date

- Co-development of online project management tool for legal professionals

Institute of International Legal Project Management | 2019-date

- Accredited trainer for Portugal Region
- Development of online course and materials
- Presentation of same

Educational Initiatives Mozambique | 2019-date

- Development of a 18-week mentorship programme for primary school students in Mozambique
- Development of content, themes, topics and Train-the-Trainer workshops

Attorneys' Development Fund | 2018-2019

- Acting CEO
- Crisis management
- Specialised assistance: corporate governance, policies and risk management for NPO
- Mentorship and coaching
- Fundraising
- Programme Development
- Strategic planning

National Association of Democratic Lawyers | 2014-2018

- Research and development plan: Practical Constitutional Law Programme for attorneys in South Africa
- Project Management & training
- Drafting and development of new training materials and workshops
- Implementation, monitoring and evaluation of programmes
- Development of practical exercises and role-play scenarios
- Empowerment programme for women in South Africa: Address SGBV
- Drafting budgets, financial plans and project plans
- Drafting of policy briefs for purposes of fundraising

International Bar Association and Law Society of South Africa | 2015

- Planning, coordination, facilitation and chairing of research meetings conducted in main centres
- Analysis of corruption within the South African justice system
- Adapted IBA survey to suit South African purposes
- Facilitation, coordination and implementation of a research survey

Law Society of South Africa | 2014-2019

- Restructured mentorship programme for female legal professionals
Analysis of current issues with the Programme, Drafting: New implementation plan, Assistance with marketing and new website development for the programme, New project plan and workflow, Drafted content for the new programme, Budgets and finances for project
- Women Task Team
Co-founder, Project leader for the team, Fundraising, budgets and strategic plans
- Brokering strategic partnerships
- Two electoral observer missions
- Youth and access to justice projects
- Professional standards for the legal profession
-International comparative study (22 countries)

Independent Electoral Commission of South Africa | 2014-2019

- Co-architect of Electoral Democracy and Voter Education project
- Main trainer for the train-the-trainer workshops
- Monitoring and evaluation
- Reporting
- Drafting of materials and new workshops
- Drafting annual reports
- Proposal for #EmpowerMe to encourage youth vote

Konrad Adenauer Stiftung | 2014-date

- Panelist: Sexual and gender-based violence as an international crime in Africa
- Proposal to conduct field research on the issue
- Initial meetings with UN and identification of key contact persons to assist in Somalia, DRC and South Sudan

Legal Education and Development | 2014-2019

- Co-architect of programme Significant Leadership Programme for Women Lawyers
- Highly successful programme that has been running for five years

South African Institute for Chartered Accountants | 2016-2019

- Managed and coordinated two successful electoral missions
- 700 - 1000 observers
- Training of observers
- Drafting of training content and development of workshop
- Drafting of final report on the outcome of the mission

African Court on Human and Peoples' Rights | 2016

- Coordinated and facilitated Colloquium on ACHPR
- Visit to ACHPR in Arusha – Discussion of challenges faced by the court and possible opportunities

South African Litigation Centre | 2015-2016

- Research and legal opinions on confidential matters which served before national and international tribunals.
- Subject matters: international criminal law, international human rights law, international humanitarian law

Southern African Development Community | 2017-date

- Selected to assist with planning session for new observer mission and election rules in Africa
- New rules and regulations for missions developed
- New electoral structures proposed for dealing with observer reports

Office of the Public Protector | 2013-2014

- Legal editing of investigative reports received from PP investigators
- Amendments to legal arguments and opinions
- Amendments to investigative reports to be in line with PP reporting structures

Office of the Chief Justice | 2011

- Senior researcher
- Evaluation of reporting structure for the OCJ and Auditor-General
- Roles and responsibilities of the AG

South African Qualifications Authority | 2016

- Comparative research into academic verification and national qualification frameworks in Africa
- International obligations in terms of NQFs
- Recommendations for meeting international obligations

Head of Research and Special Projects

National Employers' Association of South Africa | 2001-2012

- Managed 3-person team
- Legal research and opinions
- Telephonic legal advice
- Publications
- Presentation of lectures and papers
- Drafting the weekly newsletters
- Facilitated significant expansion of department functionalities to include a host of extra services and project outputs.

Supervising Attorney

University of Pretoria Law Clinic | 2009-2011

- Assisting the poor and marginalised
- Criminal law, family law and labour law
- Domestic violence
- Presentation of Practical Law 400 and 401
- Development and drafting of exam papers and assignments
- Managed all student case files, dealt with clients
- Supervised 5 teams of students: Teams consists of 5-6 students each
- File administration
- Drafting
- Legal research
- Conference presentations
- Drafting of contracts
- Litigation, negotiations and mediation
- Planning, coordinating and facilitation of the annual practical law training camp for students
- Drafting of budgets

Candidate Attorney

University of Pretoria Law Clinic |2007-2009

- Completed articles and appointed as attorney
- Debt counselling
- Working with the poor and marginalised
- Drafting of opinions, contracts and reports
- Litigation, negotiation and mediation
- File administration
- Client services
- Conference presentations
- Legal research
- Litigation and court appearances

CONFERENCES AND PRESENTATIONS

◉ Practical Legal Research Skills for Attorneys

Online e-learning module | South Africa | 2020-date

◉ Business Toolkit: Navigating the COVID-world

Online e-learning module | Global | 2020-date

◉ Team diversity and intercultural competence

Online conference for the #BigILPM Idea | Global | 2020-date

◉ Cry wolf: Determining if there is merit to the African argument for withdrawal from the ICC

Konrad Adenauer Stiftung Expert Committee Meeting | Virtual | 2020

◉ Constitutional law: A known unknown

Constitutional Law Programme developed for NADEL | South Africa | 2017-2018

◉ An analysis of African solutions to African problems: Practical effect of African ICC withdrawals

Dakam Young Researchers' Conference | Turkey | 2017

◉ SGBV as an international crime in Africa: Challenges and opportunities

Konrad Adenauer Stiftung Gender Symposium | Kenya | 2016

◉ Lessons on Gender Based Violence from the ICTY and ICTR

Konrad Adenauer Stiftung Gender Symposium | Kenya | 2017

◉ Enhanced interrogation techniques in Africa: Aiding in the global war on terror

Konrad Adenauer Stiftung Committee on International Criminal Justice in Africa | Tanzania | 2016

◉ Foreign aid toward extraordinary rendition: An African perspective

Konrad Adenauer Stiftung Committee on International Criminal Justice in Africa | Rwanda | 2015

- ◉ **UNISA Distance Learning: Constitutional Law and Labour Law**
University of South Africa Distance Unit | South Africa | 2016-2019
- ◉ **Achievable objectives for female legal practitioner**
Law Society of South Africa | South Africa | 2015
- ◉ **Electoral Democracy and Voter Education: Encouraging the youth vote**
Law Society of South Africa and Independent Electoral Commission | South Africa | 2014-2019
- ◉ **Opportunities to serve the young voter: Celebrating 20 years of democracy**
Independent Electoral Commission | South Africa | 2014
- ◉ **Extraordinary rendition as a crime in international law**
Albania | 2013

PUBLICATIONS

- ◉ **Team diversity and intercultural competence**
Legal Project Management Book published by Global Law and Business | Forthcoming
- ◉ **A constitution for all**
LexisNexis | Forthcoming
- ◉ **KAS Journal on international criminal justice** [\[click here\]](#)
2014-date
- ◉ **DAKAM Online Journal for Law, Death and Dying**
2017
- ◉ **Preshti International Humanitarian Newsletter** [\[click here\]](#)
2015
- ◉ **De Rebus Attorneys Journal**
2014-2017
- ◉ **PhD Thesis: Extraordinary rendition in international law** [\[click here\]](#)
2015

COMMITTEES AND PROFESSIONAL BODIES

- | | |
|---|---|
| Working Group on Independence of Judiciary
SADC LA 2021 | Pro Bono Forum
SADC LA 2018-date |
| Maputo Protocol Call Reference Group
Parliament Reference Group 2020 | LSSA Womens' Task Team
Law Society of South Africa 2016-2019 |
| Expert Committee on International Criminal Justice in Africa
Konrad Adenauer Stiftung 2015-date | Member of the Board
Business Womens' Association of South Africa 2018 |
| Chair of the Student Chapter
Business Womens' Association of South Africa 2018 | |