

# CV

## Marcus Andreas, Ph.D

Facilitator #transformation

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born 1980 in Munich  
since 2022 in Cologne



## 1 Work experience

|                                                               |                                        |                                                         |
|---------------------------------------------------------------|----------------------------------------|---------------------------------------------------------|
| Marcus Andreas · Process support for sustainability           | since 09/2019                          | Freelancer, Cologne                                     |
| Project co-coordinator                                        | since 09/2023 and<br>09/2019 - 11/2022 | Climate Alliance e.V.<br>(part-time), Frankfurt am Main |
| Senior project manager, lead <i>Local climate action</i> team | 04/2016 - 06/2019                      | adelphi research gGmbH, Berlin                          |
| Project manager, lead <i>Local climate action</i> team        | 04/2014 - 03/2016                      | adelphi consult GmbH, Berlin                            |
| Junior sustainable humanities fellow                          | 12/2023 - 03/2014                      | Universiteit Utrecht                                    |
| Research and communication associate                          | 10/2009 - 07/2013                      | Rachel Carson Center, Munich                            |

## 2 Education and training

|                                                                                                                         |                                  |                                                            |
|-------------------------------------------------------------------------------------------------------------------------|----------------------------------|------------------------------------------------------------|
| Liberating structures intensive training                                                                                | 05/2025                          | Holisticon AG                                              |
| LEGO® Serious Play® (LSP) certified course                                                                              | 11/2024                          | LSP Arena                                                  |
| Cooperative urban and regional development,<br>modules: <i>Resilient region</i> and <i>Smart region</i>                 | 06 - 09/2024 and<br>03 - 06/2023 | University of Vienna                                       |
| Systemic constellations                                                                                                 | 09/2020 - 06/2021                | University of Applied Sciences<br>Potsdam                  |
| Coach local climate action (grade 1,8)                                                                                  | 04 - 09/2017                     | Climate Alliance, ifeu and<br>Environmental Action Germany |
| Dissertation in social and cultural anthropology (1,0 / <i>Magna cum laude</i> ) on <i>Positioning of an ecovillage</i> | 05/2008 - 07/2013                | LMU Munich                                                 |
| Master's degree in education (1,66) on <i>Visualisation of complex systems</i>                                          | 09/2002 - 02/2007                | LMU Munich                                                 |

## 3 Skills and expertise

| Years and areas                                                                                                                                                                                                                                                                      | Working languages                                                                                                             |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>➤ 17 years expertise in climate, sustainability and transformation</li><li>➤ 11 years project development, management and assessments</li><li>➤ 10 years moderation and facilitation</li><li>➤ 7 years process support and trainings</li></ul> | <ul style="list-style-type: none"><li>• German (mother tongue)</li><li>• English (fluent)</li><li>• French (basics)</li></ul> |

## 4 References

| Month/Year                                                    | Localisation       | Organisation                                         | Role                | Content/Scope                                                                                                                                                                            |
|---------------------------------------------------------------|--------------------|------------------------------------------------------|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| since 09/2023                                                 | Germany / Europe   | Klima - Bündnis I Climate Alliance                   | Co-project lead     | European community for one-stop shops in the LIFE project <i>EU Peers - Practitioners for Integrated Home Renovation Services</i> , incl. coordination of 11 partner organisations       |
| 08/2025 - 01/2026                                             | Global             | ISC3                                                 | Process facilitator | Theory of change development for the Gender & Chemicals Partnership, partly in cooperation with Partnerships2030 (GIZ)                                                                   |
| in preparation, 02/2024 and 12/2023                           | Germany            | Helmholtz Research Field Earth and Environment       | (Co-)Facilitator    | Strategy workshops (3x, 2x with Celia Schmidt) for management levels (30-70 pax) of the 7 centres of the research field, Berlin and Potsdam                                              |
| in preparation, 04/2025, 12/2024 05/2024, 12/2023 and 09/2022 | Germany / Europe   | Gesellschaft für Internationale Zusammenarbeit (GIZ) | (Co-)Trainer        | Trainer on Purposeful Partnerships (3x), Project management (3x with Lia Weitz) and Leadership (1x with Lia Weitz) for the European Climate Initiative (EUKI) Academy, Berlin and online |
| in preparation, 11/2024, 11/2023 and 11/2022                  | Germany            | adelphi research                                     | Moderator           | Network conferences II.-IV. Municipal climate adaptation in dialogue of the Centre for Climate Adaptation, online                                                                        |
| 10/2025 and 10/2024                                           | Germany            | Fairantwortung                                       | Co-trainer          | Masterclasses (2x with Julia Jochem) on visualising change for the FairDay2025 and 2024                                                                                                  |
| 07/2025                                                       | Germany            | Climate Analytics                                    | Facilitator         | 2.5-day retreat Strategy, Teamwork & 1.5°C for the Climate Policy Team, Berlin                                                                                                           |
| 03-04/2025, 02-04/2024 and 01-02/2023                         | Germany            | GIZ                                                  | Assessor            | EUKI project outlines on building, energy and mobility topics, including feedback rounds (2x) for applicants                                                                             |
| 02/2025                                                       | Belgium            | Climate Alliance                                     | Facilitator         | 2-day workshop for the Energy Poverty Advisory Hub (EPAH), Brussels                                                                                                                      |
| 02/2025                                                       | Germany            | City of Mannheim                                     | Co-facilitator      | 2-day transformation workshop (with Julia Jochem) for the EU Mission CoLAB, Mannheim                                                                                                     |
| 11/2024                                                       | Germany            | Munich Centre for Sustainability                     | Moderator           | Interactive citizens' event Art and Sustainability, Munich                                                                                                                               |
| 10/2024 and 09/2019                                           | Portugal / Germany | Klima - Bündnis I Climate Alliance                   | Moderator           | Climate Alliance's International Conferences (CAIC) 2024 and 2019, Cascais and Rostock                                                                                                   |
| 06/2024 and 11/2024                                           | Germany            | Friedrich Ebert Foundation                           | Moderator           | Successful climate communication, Future Festival Mainz and online                                                                                                                       |
| 06/2024 and 06/2023                                           | Germany            | City of Bonn                                         | Moderator           | Citizens' event Transparency report on cycling decision, Bonn                                                                                                                            |
| 11/2023 - 06/2024                                             | Germany            | City of Tengen                                       | Co-facilitator      | Process support (with Jelka Pongs) for the 'Zukunftsort' Blumenfeld Castle                                                                                                               |
| 09/2023 -                                                     | Germany            | Tippingpoints                                        | Process facilitator | Development of acquisition structures for the Do Not Smile network (sustainability-orientated)                                                                                           |

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|---------------------------------------|------------------|-----------------------------------------------------|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 05/2024                               | / Europe         |                                                     |                                   | communication agencies in Europe)                                                                                                                                                                                               |
| 11/2024 and 01/2024                   | Germany          | <b>GFZ Helmholtz Centre for Geosciences</b>         | Co-facilitator                    | Strategy workshops (2x with Celia Schmidt) on the orientation of the centre's new programme period, Potsdam                                                                                                                     |
| 10/2023                               | Germany          | <b>LMU Munich</b>                                   | Moderator                         | 2-day educational conference CDR Dialogue 2023, Munich                                                                                                                                                                          |
| 12/2022 - 10/2023                     | Austria          | <b>Institute for Gender Research in Engineering</b> | Team member / Co-author           | Study Youth participation in Austria. Status Quo in climate and sustainability participation                                                                                                                                    |
| 07-09/2023                            | Germany          | <b>Main-Kinzig District</b>                         | Process facilitator               | Process support for the climate team, Gelnhausen and online                                                                                                                                                                     |
| 05/2023                               | Germany          | <b>PD - Berater der öffentlichen Hand</b>           | Moderator                         | Climate Communication quiz for the PD Sustainability Weeks, online                                                                                                                                                              |
| 12/2022                               | Germany          | <b>Development and Peace Foundation</b>             | Moderator                         | 2-day Bonn symposium: Municipal Solutions for Global Risks: Disaster Risk Reduction for Sustainable Development, Bonn                                                                                                           |
| 01/2021 - 12/2022                     | Germany / global | <b>Arepo</b>                                        | Deputy project lead / Facilitator | Creation and facilitation of high-level network (40 pax) SPARK Transformation: International exchange on the social design of climate-induced transformation processes of the BMUV, online                                      |
| 11/2022                               | Germany          | <b>Baobab Berlin</b>                                | Moderator                         | 2-day Future Conference: Berlin 'fairwandeln' by the Aktionsbündnis Fairer Handel Berlin                                                                                                                                        |
| 09/2019 - 11/2022                     | Germany          | <b>Klima-Bündnis I Climate Alliance</b>             | Co-project lead / Lead author     | UBA research project Transform-R towards a nationwide energy transition network                                                                                                                                                 |
| 09/2022                               | Germany          | <b>City of Bonn</b>                                 | Moderator                         | 5th Bonn Mobility Forum, Bonn                                                                                                                                                                                                   |
| 06/2022                               | Germany          | <b>adelphi research</b>                             | Moderator                         | 2-day conference Regional development through municipal climate mitigation, Berlin                                                                                                                                              |
| 12/2021 - 02/2022                     | Germany / global | <b>Dr. Minu Hemmati Consulting</b>                  | Co-Trainer                        | 3-day training Proposal writing (with Dr. Minu Hemmati) for the Sustainable Development Solutions Network (SDSN), online                                                                                                        |
| 09/2021                               | Germany          | <b>University Potsdam</b>                           | Moderator                         | 3-day workshop ExTrass: Promoting the integration of climate change adaptation to heat and heavy rainfall into municipal planning, online                                                                                       |
| 09/2021 and 09/2020                   | Germany / Europe | <b>wechange</b>                                     | (Co-)Moderator                    | 3-day conference Dialogue for the Future 2021 (with Nata Yeromenko) with focus on Eastern European countries, hybrid in Berlin, and sessions (3x, partly with Franziska Schreiber) for the Dialogue for the Future 2020, online |
| 06-08/2021, 07-09/2020 and 09-12/2019 | Germany          | <b>Zentrum-Umwelt-Gesellschaft (ZUG)</b>            | Assessor                          | Project outlines (up to €20 million) of the International Climate Initiative (IKI) of the BMUV on climate protection, adaptation and education                                                                                  |
| 07-12/2020                            | South America    | <b>Dr. Minu Hemmati Consulting</b>                  | Co-trainer / Process facilitator  | Co-trainer and process facilitator of SDSN Andes in project development, online                                                                                                                                                 |
| 11/2020                               | Germany          | <b>adelphi research</b>                             | Moderator                         | Conference Sustainable municipal finances, online                                                                                                                                                                               |
| 11/2019                               | Germany          | <b>Humboldt-Innovation</b>                          | Trainer                           | Training module on Multi-level (climate) governance in the Green Cities training programme of the Rural Development Seminar (SLE), Berlin                                                                                       |
| 01/2018 - 06/2019                     | Germany          | <b>adelphi research</b>                             | Co-developer / Team member        | Project Climate-friendly investment: Municipal divestment and reinvestment                                                                                                                                                      |

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|-------------------|--------------------------------------|--------------------------------------------|---------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2015-2019         | Germany                              | evalag evaluation agency Baden-Württemberg | Assessor                                          | 'Real-world laboratory' project outlines of the BaWü-Labs and Reallabor Stadt of the MWK Baden-Württemberg                                                                                                         |
| 12/2015 - 06/2019 | Kenya, South Africa, the Philippines | adelphi research                           | Country manager Philippines / later: Project lead | Project V-LED: Vertical Integration and Learning for Low-Emission Development , including trainings modules on multi-level climate governance and dialogues                                                        |
| 04/2016 - 12/2018 | Germany                              | adelphi research                           | Project lead                                      | Project 'Landkreise in Führung!' Mobilising and strengthening rural districts as multipliers in municipal climate action                                                                                           |
| 04/2014 - 12/2015 | Germany                              | adelphi consult                            | Team member / Conference lead                     | Project Climate dialogue for the federal ministry BMU(B) under the lead of Dr. Minu Hemmati, incl. coordination of the ICCA2015 conference as a German contribution in the run-up to the Paris Climate Conference. |

## 5 Further

### English publications (selection)

- Strauch, L., Landesman, T. & Andreas, M. (2019) *Entry points to support collaborative climate action*. adelphi.
- Andreas, M. et al. (2018) *Multi-level climate governance in the Philippines: Shaping connections for climate action*. adelphi & UN-Habitat Philippines.
- Andreas, M. (2015) *From What to How: Encouraging dialogue on municipal climate action*. In *Huffington Post*, 12.08.2015.
- Bach, A., Andreas, M. & Fischer, K. (2015) *Local Action Driving Transformation. Proceedings of the International Conference on Climate Action (ICCA2015)*. Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety (BMUB)
- Andreas, M & Wagner, F. (Ed.) (2012) *Realizing Utopia: Ecovillage Endeavors and Academic Approaches* (RCC Perspectives 2012/8). Rachel Carson Center for Environment and Society.

### Memberships

- Since 2025 co-host of the [Facilitator Feierabend](#) Cologne
- Since 2023 member of the [Kollektiv!](#) for facilitation, process support and training
- Since 2020 (board member until 2024) in the [MSP Institute](#): Multi-Stakeholder Processes for Sustainable Development

Since 2008 member of team **#transformation**, focusing on climate and sustainability. In addition to my paid professional work, I support at least one project per year voluntarily. I invite you to especially contact me for projects with a focus on **#strategy**, **#regions** and **#thirdplaces**.