

CV

Marcus Andreas, Ph.D

Process Support for Sustainability

Facilitator #transformation

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based in Cologne | Europe



1 Profile

Bridge builder with a focus on climate and sustainability.

I facilitate meaningful encounters and develop high-quality formats, processes and sustainable results. Senior project manager with over 12 years of experience in managing complex, collaborative projects. Assessor for large-scale climate project proposal. Background as an educational scientist and anthropologist – structured, constructive and warm-hearted.

2 Core competencies

- **Strategic transformation:** Designing and managing complex change processes with a focus on future viability and sustainability.
- **Moderation and facilitation:** Designing and leading conferences, workshops, retreats and multi-stakeholder dialogues.
- **Project development and management:** Acquisition and management of national and international funding projects, with responsibility for budget, governance and quality.
- **Team and leadership development:** Training and empowering project managers and teams in cooperative and transnational contexts.
- **Impact-oriented evaluation:** Assessment and evaluation of climate projects and contributions to the strategic development of funding programmes.

3 Professional career

Marcus Andreas – Process Support for Sustainability	Europe since 09/2019
<p>Strategic process support & facilitation</p> <ul style="list-style-type: none">• Design and facilitation of conferences, workshops, retreats and multi-stakeholder dialogues.• Support for teams and management in strategic realignment, translating decision-making processes into areas of action.• Motivational reinforcement of cooperation, responsibility-taking and implementation. <p>Training & team development</p> <ul style="list-style-type: none">• Design and implementation of training courses on project management, leadership, communication and cooperation.• Empowerment of teams and management levels.	<p>Over 30 clients, including Climate Analytics, GIZ, HELMHOLTZ Research Area Earth and Environment, City of Mannheim, and many more.</p> <p>Projects (selection):</p> <ul style="list-style-type: none">• 3 HELMHOLTZ strategy workshops with 50–70 high-ranking participants each (2023–25), partly with Celia Schmidt.• 7 European Climate Initiative (EUKI) training courses on project management, purposeful partnerships and leadership (since 2022), partly with Lia Weitz.

Project assessment & quality control <ul style="list-style-type: none"> Assessment of funding applications (e.g. EUKI, IKI, 'Real-life laboratory' funding lines). 	<ul style="list-style-type: none"> Co-design and moderation of the high-level international network SPARK Transformation of Germany's Federal Environmental Ministry BMUV (2021-22). Review of project applications for the International Climate Initiative (IKI) up to €20 million (2019-21).
Climate Alliance – Senior Project Manager Europe since 12/2019 (TZ)	
International project management & coordination <ul style="list-style-type: none"> Co-ordination of complex national and European climate and sustainability projects. Application submission and strategic project development. Strategic network & process work <ul style="list-style-type: none"> Design and moderation of international gatherings and working formats. Further development of network structures, member support and exchange formats. Responsibility for publications and knowledge processing. 	Projects (selection): <ul style="list-style-type: none"> Deputy project manager and transnational community manager for the EU Peers LIFE project (since 2023): consortium with 11 partner organisations and a community of one-stop shops with over 550 members. Deputy project manager and lead author of the UBA Transform-R project study.
adelphi research & consult – (Senior) Project Manager Berlin 04/2014 - 06/2019	
Project & team responsibility <ul style="list-style-type: none"> Acquisition and management of national and international projects. Team leadership and budget responsibility. Strategic contributions to subnational transformation <ul style="list-style-type: none"> Establishment and management of multi-stakeholder processes with local authorities and ministries. Establishment and management of the thematic focus 'Local Climate Action'. Governance, quality & impact assurance <ul style="list-style-type: none"> Ensuring target achievement, strategic alignment and feasibility. Contributing to publications and knowledge processing. 	Projects (selection): <ul style="list-style-type: none"> Country manager and project lead for (2019) IKI project <i>V-LED</i>: Multi-stakeholder climate dialogues and training in the Philippines, Vietnam, Kenya and South Africa (2015-19). Project lead for <i>'Landkreise in Führung!'</i> to strengthen 200 German counties in climate mitigation (2016-18). Deputy project manager for <i>Climate Protection Dialogue</i> (2014-15) and coordinator of the <i>International Conference on Climate Action (ICCA 2015)</i>.

Further roles:

- Junior Sustainable Humanities Fellow – Centre for the Humanities, Universiteit Utrecht**
Utrecht | 12/2023 - 03/2014
- Research and Communication Associate - Rachel Carson Center for Environment and Society**
Munich | 10/2009 - 07/2013
- Lecturer - LMU Munich, Institute für Cultural and Social Anthropology**
Munich | 10/2009 - 04/2010

4 Academic background

PhD in Cultural and Social Anthropology – LMU Munich	Munich 05/2008-07/2013
Dissertation: <i>Positionierung eines Ökodorfes</i> (magna cum laude)	Research stipend LMU-UC Berkeley 2010
Magister Artium in Educational Sciences – LMU Munich	München 09/2002-02/2007
Thesis: <i>Visualisation of Complex Systems. Knowledge Representation and Communication</i> (1.66)	Oskar-Karl-Forster stipend 2007

5 Other

Further education (selection)

- **Liberating Structures** – Holisticon AG | 05/2025
- **LEGO® Serious Play®** – LSP Arena | 11/2024
- **Cooperative Urban and Regional Development: Modules Smart Region and Resilient Region** – University of Vienna | 06/2023 and 09/2024
- **Systemic Constellations** – University of Applied Sciences Potsdam | 06/2021
- **u.Lab – Leading from the Emerging Future** – Presencing Institute | 12/2018
- **Municipal Climate Action Coach** – Climate Alliance, ifeu and German Environmental Aid | 09/2017

Working languages

- **German** – mother tongue
- **English** – business fluent
- **French** – basic knowledge

Publications (selection)

- **Andreas, M. et al.** (2023) [Untersuchung zu Transformationsprozessen der Energiesysteme und zum Aufbau eines Netzwerks deutscher Kommunen und Regionen. Abschlussbericht.](#) Umweltbundesamt.
- **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.
- **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.** (2015) [From What to How: Encouraging dialogue on municipal climate action.](#) In *Huffington Post*, 12.08.2015.
- **Andreas, M.** (2015) [Vom neuen guten Leben: Ethnographie eines Ökodorfes.](#) Transcript.

Initiatives (selection)

- **Co-founder** of the [Facilitator 'Feierabend' Cologne](#) (since 2025)
- **Co-founder** of the [Kollektiv!](#) for facilitation and process support (since 2023)
- **Member** (since 2020) und former board member (until 2024) in the [MSP Institute](#): Multi-Stakeholder Processes for Sustainable Development e.V.