



Tim Polster – Kasiske

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MAIN SERVICES

- Organisational development
- Change management
- Leadership coaching
- Team building/ Team workshop facilitation
- Project management
- Strategic and operational planning
- Proposal development
- Project evaluation
- Scientific research / Safeguards Management
- Policy advice

LANGUAGE SKILLS

German (native)

English (C2)

Spanish (B2)

Arabic (A1)

REGIONAL EXPERIENCE

Europe/Germany 10+ Years

Middle East, Northern Africa 7+ Years

Latin America 2 Years

EDUCATION

Systemic Organisational Development

Systemisches Institut für Führung und Beratung

October 2025 – September 2026

Certified Expert in Climate Adaptation Finance

Frankfurt School of Finance and Management

March 2024- August 2024

Mediation and Conflict Management in Organisations

Inmedio Berlin

March 2016 – March 2017

M.Sc. Development Studies

Freie Universität Berlin

October 2014 – March 2017

B.Sc. Geography

Freie Universität Berlin

October 2010 – September 2014

ABOUT ME

- Experienced leader and trusted advisor in international development cooperation, specialising in organisational development as well as the design and management of complex change processes.
- Holistic perspective and multi-disciplinary background in rural development, climate change adaptation, mediation and systemic organisational development.
- Extensive experience in project implementation, proposal development, workshop facilitation as well as scientific research.
- Long-standing expertise in fragile and conflict-affected contexts (e.g., Iraq, Palestinian Territories) as well as with German (e.g. GIZ, KfW, BMZ) and International (e.g. WFP, FAO, IFAD, UNDP) organisations.

PROFESSIONAL EXPERIENCE

HEAD OF SUB-PROJECT (COMPONENT LEADER) ON CLIMATE CHANGE– Iraq

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, March 2022 – December 2025

- Managed the successful implementation of a sub-project with a volume of 10 Mio. € in the conflict-affected area of Anbar, incl. financial-administrative as well as personnel management.
- Lead a multi-disciplinary, culturally diverse team of professionals, incl. the steering and quality control of a wide network of up to 50 independent consultants and experts.
- Developed and facilitated team building measures for the wider project team
- Managed the effective implementation of organisational development as well as change processes in local authorities (Directorate of Agriculture/Directorate of Water) to improve service provision, incl. policy and strategy advice.
- Played a key role in the development of several project proposals and studies in the areas of climate change, agriculture and renewable energy.
- Fostered synergies with a wide cooperation network consisting of various international partners, such as FAO, UNDP, WFP, ITC, IFAD and others.

POLICY ADVISOR ON AGRICULTURAL DEVELOPMENT AND LIVELIHOODS – Palestinian Territories

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, April 2020 – February 2022

- Provided policy and strategy advice to the Palestinian Ministry of Agriculture to foster sustainable rural development.

PROFESSIONAL TRAINING

Intensive Training: Facilitation of Political Dialogue

Inmedio Berlin
March 2026

BasiQ+: Leadership in Development Cooperation+

Academy for International Cooperation
August 2024

BasiQ: Leadership in Development Cooperation

Academy for International Cooperation
August 2023

Hostile Environment Awareness Training (HEAT)

United Nations Training Center
(Bundeswehr)
March 2022

Country and Political Analysis Iraq

Academy for International Cooperation
March 2022

Advisory Roles and Responsibilities in International Cooperation

Academy for International Cooperation
June 2018

CapacityWORKS: GIZ Project Management

Academy for International Cooperation
March 2018

Strategies and Instruments of Sustainable Development (SINE)

Freie Universität Berlin
October 2015 – February 2016

PUBLICATIONS

Helbig & Polster-Kasiske (2019): "Socially Inclusive Promotion of Resilient Livelihoods in a Fragile Policy Environment in Palestine", *GIZ*

Polster-Kasiske (2017): "Nationale Identität und Nationalismus im Prozess: Eine Autophotographiestudie in Naryn, Kirgistan", *Berliner Geographische Blätter* 9

Dubay, Nunes Muniz, Polster-Kasiske (2015): "Life as politics in Durga Kund Chamar Basti, Varanasi", *Berlin Geographical Papers* 44

Polster-Kasiske (2015): "Egotrip ins Elend: Eine kritische Evaluation des Weltwärts Freiwilligendienstes in Quito, Ecuador", *Berliner Geographische Blätter* 8

CONFERENCE CONTRIBUTIONS

"Implementation of Farmer Business Schools, experiences from the field in Anbar, Iraq." *Mediterranean Environment Network (MEN-REM) conference contribution*, 2025

"Insights into the Wheat Value Chain and Rural Livelihoods in Anbar, Iraq", *Internal GIZ conference contribution*, 2024

- Successfully conducted several project management and operational planning workshops for the project team as well as the wider (international) partner network.
- Developed a monitoring and knowledge management system to measure and sustainably document project successes as well as areas for improvement.
- Co-created the project proposal for the follow-on phase, including results framework as well as relevant safeguards and gender documents.

DEVELOPMENT EXPERT AS ADVISOR TO THE PALESTINIAN MINISTRY OF AGRICULTURE – Palestinian Territories

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, March 2018 – March 2020

- Led organizational development measures to improve service provision of the governmental agriculture advisory services, incl. strategy workshops, training needs assessments as well as process analysis.
- Co-authored a major study on sustainable livelihoods in the West Bank, incl. the identification of several livelihood systems and development recommendations.
- Oversaw the development and implementation of a 6-months technical training programme for agricultural advisors.

CONSULTANT TO THE "ENVIRONMENT, CLIMATE CHANGE AND NATURAL RESOURCE MANAGEMENT" CLUSTER - India

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, August 2017 – December 2017

- Supported the implementation of a safeguard and gender management system, with a specific focus on peace and security as well as human rights.
- Supported the reporting of several programmes according to the requirements of several commissioners (e.g. BMZ, BMUKN)

CONSULTANT TO THE SECTOR PROGRAMME "PEACE, SECURITY AND DISASTER RISK MANAGEMENT - Germany

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, March 2017 – July 2017

- Prepared policy recommendations, talking points, briefings as well as decision proposals for the Federal Ministry of Economic Development and Cooperation (BMZ).
- Planning, preparation and implementation of events and conferences.

RESEARCH AND TEACHING ASSISTANT – Germany

Center for Development Studies, Freie Universität Berlin, July 2014 – March 2017

VOLUNTARY SERVICE AND INTERNSHIP - Ecuador

Fundacion VASE, August 2008 – August 2009 & August 2012 – April 2014